Standing Committee on Oversight of Government Operations and Public Accounts Review of the 2014 Report of the Auditor General of Canada – Follow up Report on Child and Family Services in Nunavut Iqaluit, Nunavut September 17, 2014

Members Present:

Tony Akoak Pat Angnakak Joe Enook George Hickes, Chair David Joanasie Steve Mapsalak Simeon Mikkungwak Samuel Nuqingaq Allan Rumbolt Joe Savikataaq Alexander Sammurtok, Co-Chair

Staff Members:

Siobhan Moss Nancy Tupik

Interpreters:

Andrew Dialla Attima Hadlari Mikle Langenhan Mary Nashook Simon Okpakok James Panioyak Thomas Suluk Blandina Tulugarjuk

Witnesses:

Ronnie Campbell, Assistant Auditor General Michelle Salvail, Principal John MacDonald, Acting Deputy Minister of Child and Family Services Mark Arnold, Deputy Director Ambrose Ojah, Deputy Director ۵۵۹٬۵۰۰٬۵۰٬۵۰ ۵۹٬۵۰٬۵۰ ۵۹٬۵۰ ۱۹۵۵٬۵۰٬۵۰٬۵۰٬۵۰٬۵۰ ۱۹۲۰٬۵۰٬۵۰٬۵۰٬۵۰ ۵۹۵٬۵۰٬۵۰٬۵۰٬۵۰ ۵۰٬۵۰۵٬ ۵۵۶٬ ۵۰٬۵۰۵٬ ۵۰٬۵۰ ۵۰٬۵۰۵٬ ۵۰٬۵۰٬

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| Chairman (Mr. Hickes): Good morning, everybody. I would like to welcome everyone back to the proceedings with the Standing Committee review of government operations and public accounts, consideration of the 2014 Report of the Auditor General Canada to the Legislative Assembly of Nunavut regarding the follow-up report on child and family services in Nunavut. | Δ^ϧ/ «ϷϹ·· ^ϧ (ΗΔ ^ϧ)(ϽϞʹϷϭϚ): ϷʹϲʹϷϭϚ, ϤΛ Ͻ ^ͼ ͺϧϲͿϲϲ, ϧϟϒϚϤ ^ͼ σϥϲ-ΓϹͿϚϹ ϹͼͿϥ ϧΩͺϷ ͼ ͼ ϷΓͼϿ;Ϸϭ Ϲ ϲ ϲ ϲ ϲ Ϸ « ϐ ^κ |
| I would like to ask Mr. Enook to lead us in prayer this morning. | Კ, Უᢪᠻᠯᡏᡄ᠌ᢂᡄᢩᢄ᠂ᡏᠯᢞᡆ᠋ᡬᢪ. |
| >>Prayer | >>>>\Automatics |
| Chairman : Thank you, Mr. Enook. I would like to continue where we left off yesterday, with observations and recommendations, paragraphs 14 through 38. | Δ•/ペϷርና• (ጋኣትኦዕና): ናਰታ° ርኮር አውካ. ἀ, ፱ት/ቦላናጋር Δኮሩኮኣናኮ ናቦLሬኦናኮርናበ° ውና. ርLካਰላ ርਰ° ሬናኮር ኦ/ Lፈና ላጋሮና የታ ኦ/ Lፈናጋ, ኦናኮሮ ኒናልኈቦና 14-Γኮ 38-Jና. |
| If the Committee will indulge me, I've got a follow-up question to Mr. MacDonald. He had mentioned yesterday that there are currently not an electronic case management system regarding children and youth. | C°ੴ Γነር Lၑር፞፞፞፞፝፝ ዾ፝ዻለሊJLሁ፞፞፝፝፝፝፝፞፝፝፝ ይ ዾኘኴこዾ፟፟፟፟፝፝፝ዾዾጚ፟፟ቝ ፟፟፟፟፟ፘ፟፟፟ ይደቦታዾኆ ሏ፟፟፟፟ፚ፝፞፞፟ፚኯጚኯዾኆ በበናኈርዾኘኴናርኈቦ፟፟፟ ፟፟፝፝፝፝፝፝፝፝፝፝ፚ Lၿመንና ለ፞፝፞፝፝፝፝፝፝፝፞፝ |
| One of the things that stood out to me from the original hearing in 2011, the Deputy Minister of the day stated, in fact, that there is an existing electronic system. I believe he was referring to the eHealth system. Now, I understand that the department has divided, but from what I gather from his response to the question in 2011 is that it was looked at; incorporating the files, case management files, under your responsibility into that same eHealth system that is in place. | ϹΔL [®] 2011-Γ bΛLΛ ^C ϽϚ ϷϞϟϟϲϷ [®] ϟLυL Ϲ [®] Γσ [\] CϷ ^{<} Ͻ [®] Λ ^C [®] Ϸ ^S b _c Ϸ ^S ν ϟ ^L L ^c L [®] ^S b _λ CϷ ⁱ ν ^b d ^c CL ^b d4 bLΓγϷ ^S b ^c C [®] D ^c , <i>i</i> ^c J Ϥ [®] σ ⁴ [®] δ ^C d [®] D ^S bΔ ^S b _λ CϷ ⁱ ν ^b d ^c ΛΛ ^S CϷ ² Lσ [®] Γ [®] Ϸ ^S bϷϟ _Λ ϲϷ ^S b ^d ^L L ^c 2011-Γ ΡϷ _c Ϸ ^L C, bΛCϷ [®] ^c ⁻ 4ΛCϷσ ⁴ σ [®] Γ ^c ^S b _λ CϷ ⁱ ν ^b d ^c ΛΛ ^S ^S C ² VL ² ^c 4Λ [§] Γ ^c . |
| Would the deputy minister, Mr. | ርΔLΔናጋኈbΔ ር ^լ ዲσ. ር ^լ ዲኄbΔ |

| MacDonald, be able to respond to that? Thank you. | ᢄᡃ᠋ᡋᠵᢇ᠋ᡳᢣ᠋᠘᠊ᢎ᠅ᡗ᠉᠋ᠣ᠘᠈᠋᠘᠂ᡬ᠘᠂ᡁ᠘᠉ᡩ᠘ ᠙᠋᠘᠆᠃ |
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| Mr. MacDonald : Thank you, Mr. Chairman. The child and family services component was never added to the eHealth system, and at one point in time, prior to the Department of Family Services' creation, there was some work done to look into examining whether a new system could be formed and developed specifically for that area. That didn't proceed. I think there were a number of factors involved about that; some of them about the size and the investment involved around that system. What we're looking at doing now is starting over again and building a case system based on the new department's needs and on the needs of the clients. Thank you. | L^bC[·]o ^c (ϽͺͻϷ ⁱ d ⁱ): ⁱ d ⁱ ^b ^a ^c ⁱ ^b ^b ^c ^b ^c ^c ^c ^c ^c ^c ^d ^b ^c ^b ^c ^c ^c ^d ^b ^c ^d ^b ^c ^c ^c ^d ^c ^d ^b ^c ^c ^c ^d ^b ^c ^b ^b ^c ^b |
| Chairman : Thank you for clarifying that for me, Mr. MacDonald. We'll proceed to paragraph by paragraph review. Again, paragraphs 14 through 38. Ms. Angnakak. | Δッイ≪⊳ርጭ (ጋኣኦኦቴና): ናਰኦ° ሲቮ° ጋየተበር⊳ሀL. Γ`ር L°Ċഛና, ⊲ሰ ር∆L ьጚተቦ⊲⊂ጭር, ⊲ሰ ໑֊๙ዮዮርና⊐ቦና በበናጭተL⊀ና 14-୮° 38-⅃ና. Γ` ⊲∿໑Ხ%. |
| Ms. Angnakak : Thank you, Mr. Chairman. I'd like to talk a little bit, again, about training. It says here in the report under the department's response, that the department will immediately establish a detailed learning plan process. I am wondering if you can tell us; do all social workers have current detailed learning plans in place right now? Thank you, Mr. Chairman. | Ϥʹͼͺͺϧ·ͼ (Ͻͺͻϫϧϥϲ); ͼϥϫͼͺϳͼͺΔͼϒϘϷϲϳͼ. ϷͼϷϒͼϷ;ϥͳϹϿϿͼ, ϷϘϭ ϷͼϷͼϒ Δϲ΅ϭϤͼϷϲϫϿϲͼ, ϷϘϭ ϷͼϷͼϒ ΔͼͼϭϤͼ Δͼͼ Δͼͼ Δͼͼ Δ [;] ¹ ¹ ¹ ¹ ¹ ¹ ¹ ¹ ¹ ¹ |
| Chairman : Thank you, Ms. Angnakak. Mr. MacDonald. | ∆∘៸≪⊳ር∿ (ጋኣ̇̀≻ۥďሩ): ថל≻°ႭႠ҆° ୮՝ ⊲∿ႭႱႪ. ୮՝୦ ∟°Ċݐ< |
| Mr. MacDonald : Thank you, Mr. Chairman. I'll ask that Mark Arnold answer that question please. Thank you. | LºĊ৹ (ጋኣኦፆሪ፡): ፣ሪሃ॰ዺ广ካ Δካረペኦርና።. ርሏL ር°ዹ Lኦካ ላሰና የኦንኦኦበርኦሬኦናሮጋጭ ር፞ንፖፑህ. |

| Chairman : Of course. Mr. Arnold, please proceed. | Δﻪ/≪ϷϹ ናኈ (ጋኣ̇̀ᢣʰdˤ): ˤdᢣ°Ⴍᡤʰ. ୮ᢣᢗ ⊲໋់ຍַׂ. |
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| Mr. Arnold : Thank you, Mr. Chairman. Yes, all social workers are to have learning plans incorporated. Regional managers with their supervisors set specific goals on learning plans, including training needs. | ዻ፞፞፞፞ዾ (ጋ፟፟፟፝፞፝፝፝፝ኯ፟ኯ፟፟፟፟፟፟ ርL ^b dዻ Δዾ፫ሲ፞ [፟] ሩ Δሮ ^e ወላዖበ ^b ፟፝፝፝፝፝፝፝፝፝ ሩ ^e ሬ ^b በር ዾረር ወላ ^b ጋና ላ ^b ሪዛ ^b ሪካ ^b ^c ይወልሮ ኦሲላና ይ ^e ወላ ^c ይ ሪሮ ^e ወላ ^e ወላ ^c ይ ^c ወላ ^c ይ ሰበ ^b ር ኦ/ L ₂ በ ^b . ና ሪካ ^b ልዮ ሪካ ^c የ ስበ ^b ር ኦ/ L ₂ በ ^b . ና ሪካ ^b ልዮ ሪካ ^c የ ስ |
| Chairman : Thank you, Mr. Arnold. Ms. Angnakak. | Δ•/ペϷϹና• (ጋኣኦ•dና): ናਰአቀዉቮ• Γኣር ፈ፞፞፞ጏና. Γኣ ዻኈ፟፞፞፞፞፞፞፞፞፞ዾጛ ^ۥ |
| Ms. Angnakak : Thank you, Mr. Chairman. I don't believe my question was answered. I asked: do they have detailed training plans in place? I know they are supposed to, but do they actually have them in place? Thank you, Mr. Chairman. | ዻኈ፞፞፞ዾጛኈ (ጋ፟፟፟፝፝፝፝፝፝፝፝ ፟ዻለ ^ኈ ዕብሁ ዖ፟፟፟፟፟፟፟፝፝፝፝፝፝፝፝፝፝፝፝ |
| Chairman : Would you like to clarify that for the Member, Mr. MacDonald? | Δ•/ペϷϹ· • (ጋኣኦ•ϭ·): |
| Mr. Arnold: Yes. Do they? | ᠘৽Ċᠴ ᢩᡄ (Ͻ᠋ᡃᢆᡪᢣᡃ᠈dᡃᠺ): ᠋᠂ᢅdᢣᢩᢁᡤᡃ ᠘ᡃᠡᠡ᠙᠋᠌Þᢗ᠋᠋᠅. ᠕᠋᠋᠋᠖ᡰᢦ᠆᠅ ᠆᠆ᡅᠵ᠋ᠺ᠋᠋᠖ᡰᢦ᠆᠅᠈᠂᠘ᢓ᠋᠊ᡆᡄ |
| Chairman : Sorry, just for protocol purposes, I will be directing all my questions to Mr. MacDonald. If he wants to defer them to one of his colleagues, he is welcome to. Mr. MacDonald. | Δ•거《ϷϹ· Ϸ(ϽϞʹϷϭϤ): LΓ⊲Ⴍ·Ϸ,ϹLϷϭͿϿʹ·Ϧ በΓϷϞͿና ϤΛ·ϷϭϳϚ ΡϷʹϷϚϹʹͼϭϤʹϷϺʹϿͿ ΓʹϹ LϷϹϿϚ, ΡϷʹϷϚϹʹϭϭϚ, ΡϒϤϭ ΡϷͶϤʹϷϷϐϚ ΡϷʹϷϚϹʹϭϤʹϷʹϺϚ. ΓʹϹ LϷϹϿϚ. |
| Mr. MacDonald : Thank you, Mr. Chairman. I'll ask Mark Arnold to answer that question as well. Thank you. | ፑኮር፞፞ഛና (ጋኣኦበJና): ^ና ሪኦී ሲኮ, Δኦፖ «ኦርጐ. ርሏL L ዻ፞፞፞፞ቍ፞ ዻለኊσዻኈሩና የኦናፈጋJ. |
| Chairman : Thank you, Mr. MacDonald. Mr. Arnold. | Δ•/«ϷϹ· • (ጋኣኦበJና): ^ና ժታ°உ广්, Γʹር Γ ር፞ጔና. Γʹር ላ፞፞፞ጏና. |
| Mr. Arnold : Do they? No. I don't believe they did. I think it's inconsistent. | ዻ፞ዾ (ጋኣትበJና): Δં, CΔLΔናጋ⁵bዀ<ና? ዻ፞፞፞፞፞፟ሁ. ጋዖϲኆ∿ቦ°血ኈቦናጋኈ. |
| Chairman : Thank you. If you could acknowledge the chair after, Mr. Arnold, for the well being of the person controlling the microphone. Ms. | Δ•/ኆϷϹ· Ϸ(ϽϞϷႶͿና): ናd৮°Ⴍ广 ^ͱ . |
| controlling the interophone. Its. | ^ና ዞኦትሬባላσናΓና ር ⁶ ሀላ የΓኦኦፈ. Ľኣ ላጐውף _" |

Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. For those that do have training plans in place, how do you go about working with the social worker to set up those training plans? Thank you, Mr. Chairman.

Chairman: Thank you. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. Thank you for the question. All of our supervisors across the department are responsible for the performance management process with their employees. What should be happening is at the beginning of every, normally a fiscal year, the supervisor should be meeting with their subordinates and discussing their work plan for the year. And using that as an opportunity to inform them about what their role is in the larger annual plan and perhaps even three year plan for the department.

At that meeting, the supervisor and the subordinate would meet and discuss mutual needs and specific objectives for that individual. As part of that conversation, the individual's professional development needs would be brought up and ideally put into the person's individual work plan which would be something that the two individuals would mutually agree to at that point in time. Then have a discussion throughout the year about progress. That would feed into the performance appraisal at the end of the fiscal year for that employee. That's the process that we would employ. Thank you.

Chairman: Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr.

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| Chairman. I think that especially in this line of work we need to have employees that are trained well, trained to deal with some of these very difficult situations that come into play when you are talking about social services and foster care. I'm wondering, as the head of the department, what have you done? Why haven't you asked for these training plans if you're not getting them? Thank you, Mr. | Λ Δ |
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| Chairman: Thank you. Mr. MacDonald. | Δ•૮≪ϷϹ· • (ጋኣትበJና): ᠂d৮°Ⴍ广 ^ϧ . Γ [、] ር ΓϷϲʹϼϚ. |
| Mr. MacDonald : Thank you, Mr. Chairman. That's a good question. I think that all department heads are obviously ultimately responsible for the activities in their department and I think that all supervisors at all levels, whether you go from senior management to middle management to field supervisors should also be held accountable for ensuring that this professional development and that employee work plans are completed and that the personnel appraisal system is done on an annual basis. I can tell you that it has been my experience that that's not always the case. | Γ¹΄ ¹ ⁵ ¹ ¹ ⁵ ¹ ¹ ⁵ ¹ |
| There are a number of factors for that. In general, it touches back on issues around work load that we talked about yesterday. Sometimes people are expected to supervise a number of cases and that could be across other programs as well and they may not have as much time at their disposal to participate in those activities as fundamental as they are. | CΔL° Δ Λ Γ ^ι L ^ω ⁵ ⁶ Π C Ϸ ⁵ b ^c C Δ ⁴ δ Δ σ Γ Δ ² ⁵ ⁵ b Ϸ ³ ⁵ ⁶ C ⁵ b ^c ⁵ C Δ ⁴ ⁵ |
| I'm not making excuses for that, but I do think there are reasons for why some of those activities don't occur. Ultimately it is the responsibility of supervisors at all levels and ultimately the deputy head to ensure that that happens. Thank you. | Δ ^ι L ^ι ὑ Λል ^ϧ Ϟ ^៲ ϧ ^ι ͽΠϹϷͻϭ ^ι ϧ ⁶ ^C [°] Γ ^ι LC ^ι ϧΔ CΔL [°] α Δϲ [°] σϭ ¹ σϷ ^ϧ Γ ^ι ϞϿ ^ϲ , Λϲ ^ι L ^ι Ϟ ^ι ηCϷσϷ ^{<} Γ ^ι ϞϿ ^ϲ . ΔL [°] α, ἀ, CΔL Λϲͺϭ ¹ ϧ _Δ α ¹ ϧ ¹ δ ^ι ⁵ ⁻ CL ¹ d ϭ [*] ႱϞ ^ι ⁶ ϧϷΠΓ [,] Ϸ [,] CL ¹ dσ [*] υ Δϲ [°] σϭΡΠ ¹ ⁵ Ϟσ ^c , Λϲ ⁻ L ¹ ⁵ ⁵ ⁻ Ω ¹ ¹ ⁵ ⁻ , ¹ ² ² ¹ ² ¹ ² ¹ ² ¹ ² ¹ ² ² ¹ ² |

| Chairman: Thank you. Ms. Angnakak. | ∆⊳୵⋞⋗⊂ኈ (ϽϞͻ∩Ϳϲ): ᠂dϧͼႭϳͺϷ. ୮୷、⊲∿Ⴍϸኈ. |
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| Ms. Angnakak: Thank you, Mr. Chairman. Can the department then tell us now what they plan on doing to ensure that their staff are getting the training that they need? What are the short term strategies to ensure that staff are getting the training that they need? The mandatory training especially, because what you're really saying is that some staff are operating dealing with children and families and maybe not trained to the extent that they should be. That is a concern. | ϤϞϼϧ· Ϸ (ϽϞϞΛͿϚ): ·ϭͿϒͽϫϹϷ·, ΔϷϒϘϷϹʹϷ. ϷʹͽϷΛͿϿ·ϫͺ·ϷΛΛϳ ʹϐϿϪϲ·Ϸʹ·σ·ϤʹͰͺϞͺϳϹ ϹϹϷϭϤ Δʹ ^ͼ ϷͽϫϪϷʹϾ Λϲ·ͰϹϷʹϚͼϹϷʹϷϾϹϲͺϤʹ·Ϸʹϭ΅ϒϾ·ϼϚ, Ϫϲ΅ϭ·ϤʹϷͶϹϷʹϷϾϹϲͺϤʹ·Ϸʹϭ΅ϒϾʹϼϚ, Ϫϲ΅ϭ·ϤʹϷͶϹϷʹϷϾϹϲͺϤʹ·Ϸʹϭ΅ϒϾʹϼͻͺ, ·ϷϲϹϷϲͰͼϤ <ʹͽϫϷͶʹͼϷϭʹ϶ʹϨʹϪ ^ͼ ϷϐϫϪϟʹϷʹͶϚ Λϲ·ϲϤʹϷͶϹϷͰϭʹ϶ʹϽϹͻ ϹϹϷϭϭ ʹϷϿϲϫͼ ϫͼϷͻϫ ϲʹʹϲ ΔʹͼϷϐϫϪʹϷʹϷʹ ϲ ΔϲʹϷϭʹʹͻ. ϹϪϹ ^ͼ ϫ ʹϷϷϞϹͶϚϷϭʹϷʹϽ; Ϸϲ |
| My further question would be: how are you tracking who has training and who hasn't? Thank you, Mr. Chairman. | ᡏ᠕᠉᠊ᡆᢕ᠋ᡣᡶᢣᡃ᠋᠋᠋ᡏᢣᡪ᠄ᡃᢐ᠋᠌ᠴ᠉᠂᠋ᢐ᠋᠌ᠥᢣ᠋᠋᠋ᡪᡃᢐᢈᢗ᠉᠕ᢣ ᡆᡄ᠆ᢡᢦ᠊᠔ᡄᢪᠦᡏ᠋᠋᠉ᢣ᠋᠘ᢩᢞᡶ᠌᠅ᢆᡁᢗ᠂ᡆᡄ᠆ᢡᠦ ᠘ᡄᢪᠦᡏ᠋᠋᠉ᢣ᠘ᢩᢞᡳ᠋᠘ᢞᠾᢗ᠋᠋ᠴᢪᠳᡄ᠄᠂᠋ᡏᢣᢪᡆ᠋ᠮ᠉ ᠘ᡃᡟ᠙᠋᠌ᢂᢗ᠄ |
| Chairman: Thank you. Mr. MacDonald. | Δ•/<>Cና• (ጋኣኦ•ሪና): ናሪታ°உ广். Γ [、] ር LゥĊഛና. |
| Mr. MacDonald : Thank you, Mr. Chairman. Thanks again for the question. I think it's a good one. In terms of tracking, it would be through that annual work plan process would be the ideal mechanism for tracking an individual's professional development aspirations and where they identify themselves as having shortfalls in terms of skills or knowledge or something to that effect. | L^ϧϹʹϼ· (ϽϞʹϷϭϤʹ): ʹͼͿϒͽͺϹͺϷͺΔϷϒϘϷϹʹͽͺͺϤͰͺͺͻ ʹͼͿϒͽͺϲͺϳ·ͽͺϤͺϚ;ϤϘϷϹ;ͺϫͺͺͺͺͺϾͼͿϤ ʹϐϷϷϞϚϐϲϹϾʹϭ·ͽͺͺͼͺϲϲϤʹͼϲϧͺϪϲͺͼϭϥͼϒͺϹͱͺͺ ʹ ϒ;ϥͶϲ·ͺͻͿͺͺϤ;ϲϳϹϳͺͽͺͺϒϲͺͼϧͶͶͼϧϲͼϲϿͼ ϹϪϹͼͺͺͺϒϲϲϲϧϧͼϹϷ;ϷϲϹͼϿϲͺͺͼͺϲϲϥͽϹϲͺϥͼϹ ϒϲϲϲϧͼϲϿͼ |
| During that dialogue the supervisor would also have the opportunity to say what I have noticed is there is perhaps some weaknesses in a particular area. That would be one avenue through which the department would be feeding information from the employee to their supervisor up on trends, for example. That's one thing. | ር֊ዲԺ Ϸʹቴ৮ʹ֊ናᲮՈՐ՟ჂՐና Ϲʹ·Ⴍ ϤʹႱϟჼჼႦႭᢣϷϟჼჼ ᄽ>ጲ᠘ፖዮᢣϷϟʹჼ ϷϞϟჼ፥ጋሲϤʹቴႱჼ፥ጋ՞ჼ ΔL°Ⴍ ϷdϤ ΔϲͺʹዮჼჼႦΔ Δϲʹ·ϭϭϥϲϤʹቴႱჼዮር՞ቦና ለϲ֊LჼኣϷՈՐՐϤʹቴႱჼჼႠ՞Րና ΔLΔናጋႱϲͺʹ·ϭͱ ͵ʹ·ʹ ϷʹቴϧϲͺʹϐͶϹ·ʹϿϹ ϤͰϹϿ ϤʹႱϟჼჼႦჀ Ϸʹϐ·ϲͺჼϷͶϹ·ϿͿ ϹΔLΔϲϷʹϐϚϹʹͱϽͿና |
| In terms of tracking, clearly we're not doing a very good job of that at the time | ᢗ᠘᠘°ዺ᠂ᡃ᠋ᡃ᠋ᡋ᠌᠌᠌Ϸᢣᢣᡅ᠋᠍ᡏ᠋ᡃᢑ᠋᠅᠋᠋ᡏᡄ Ϸᡃᢣ᠋ᡃ᠉ᠫᡗ᠋ᠬᡆᡅ᠋᠊᠋ᡏᡃ᠋ᢐ᠆᠋᠋᠋ᡥ᠆ᠺ᠊᠋ᠺᠧ᠋ᠺᠻᠯ᠋ᡐᡟ᠘ᢩ᠉᠂᠋ᡗᢕᡐᡗ |

| because it hasn't been occurring in a systematic basis although we do understand that there are certain types of training that we want to employ. Some of the core training that the employees do when they come on board such as the supervisor training for supervisors to familiarize them with their roles. | ŰႭϷϞჼჼ. Ͻየ៸Ϸ上ႱͻϤჼჼͺͻϹ ΔϹ°σϤჼჼႶና៸Ϳ上ႱͻϤʹჼϲʹϹ Λϲ·ͰϷ·៶ΔͿ上ႱͻϤʹჼϲʹϹ ΔL°Ⴍ ΔϹ°σϤჼჼႶϹϷʹϐϚϹʹჼϽϚ ៸ʹϷʹϲʹͼʹϚ ΔჼჼϐႭϪϟႢϤϲʹϚʹჼႱϹ. |
|--|---|
| There is training that we employ as a department for our staff but I think this is a very good point and I think it touches back to the recommendation that was discussed yesterday about information gathering. One of the things that we see as critically important particularly for this group of programs, or for this program area, is that an IT system that we have could be used to help document and feed that information to the people who need to see it so that they can make better planning decisions around professional development. | የረবਰ ርঁ፡ዕব ୮বଟ୍ଜନ୍ମኑନ୍ଦ ନ୍ନ୍ର ኦንኑ፡፡ጋ፡፡ትረርባና፡፡፡እንግ, ወናር বር ዮቦና ለር፡፡ ሬካና፡፡ ሪካሪ ፈር՞፡ም ላጋር፡፡ ሳንድና ሳንድን ትንድ ሪካሪ ትንድ ላጋር ትንድ ትንድ ትንም ትንም ትንም ትንም ትንም ትንም ትንም ትንም ትንም ትንም |
| To give you a concrete example, we talked about statutory training yesterday. If we know the statutory training dates in the system and that's feeding automatically in to supervisors and then up to directors and so on then they can take a look at that and say well we have a big issue here in perhaps the Kitikmeot region where all of our staff are due for new statutory training then it's an alert to say look, lets make sure we get the training in the next few months to make sure that they are up to date again. That's just an example of where we want to go with that sort of thing. Thank you. | CΔL°α / Δ΄ Δ΄ ὅ Ϸ CϷʹͽϷϭ ΠΛʹͽCϷ/L ΔΛ CdϧϷϚ/ ϤϨ°α ὅ ϷϚC° σ Ϥ·L C < ° α ካ C Ϸና/ Ϥ Ϛ ΔΛ Λ Ϛ - L Ϸ Ϛ ካ C Ϸ Ϛ Φ Ϸ Ͻ Λ Γ Δ Γ Δ Δ Ϛ ° σ Ϥ ͽ Π C Ϸ Γ Ϥ Ϸ ϐ ° Ϸ ° Δ Γ Δ σ ͽ γ λ Ρ ϒ Ϸ Α Δ Δ Ϛ ° σ Ϥ ͽ Π C Ϸ Γ 4 ʹ Ϸ ϐ ° Φ ° Δ Δ Γ Δ σ ͽ γ λ Ρ ϒ Ϸ Α Δ Λ Ϛ Ϥ Λ ϒ Ϸ ʹ Ϸ ʹ Σ Γ Ϥ σ ͽ γ λ Ρ Υ Ϸ Ρ Δ Δ Γ Λ Ϛ Ϥ Λ ϒ Ϸ ϒ Ε Ϛ Ͽ ͽ , Ρ Γ Ϛ Ρ ϒ Ϸ Γ Ϥ Ϸ Ϸ σ Ρ ° α ͽ Ͻ C L b d Δ L L ΰ Ϛ Ρ Π · Γ Ϸ σ Δ ⁶ Ϸ Δ Δ ϒ ⁶ Π Γ L C C Δ L ° α L Ϛ L ° σ Λ ⁶ d ϒ ⁶ σ ⁵ Δ Ϛ ° σ Ϥ ⁶ Π C Ϸ Γ Ϥ ⁶ Ϸ ʹ Ͻ Δ Υ ⁶ Φ Λ ⁶ σ ⁴ Ο Δ - ⁶ σ Δ ⁶ Π Ο Ρ Γ Ϥ ⁶ Ϸ ʹ Ͻ Γ ⁶ Ρ Ρ Ϸ σ Ϥ ⁶ Ͻ σ ⁶ Β Δ 4 σ. C ° α Δ ⁶ Γ Δ ⁶ Λ ⁶ Φ ⁵ . i d ϒ ° α Γ ⁶ Δ ⁶ Λ « Φ Ϲ ⁶ . |
| Chairman: Thank you. Ms. Angnakak. | ᠘ᢑᠡ᠙ᡐᡄᢉᢛ (Ͻᡃᡪᢣ᠈ᡃᡆᡄ): ᠮ᠔ᢣᢩᢁᡄᡤᡃᢛ. ᠋ᡏ᠋᠋᠈᠂ᢩᠺᢩᢁᡄ᠋᠋ᡉᠮᡃᢛ. |
| Ms. Angnakak : Thank you, Mr. Chairman. Thank you for that answer. Yesterday we talked about letters of authorization and I guess just to confirm | ϤჼႭႱჼ ჼ (ϽϞϷჼͿϲ); ʹϭͿϷʹႭϮჼ ΔϷϟϘϷϹʹჼͱͺϹʹ·Ⴍ ʹϭͿϷ·ႭϹʹͽϲϚϿ ΡϷͽͺϳͺͽͺͶͺϪʹϚϷϧʹͼ ϷʹϧϷϟʹϧϲϷϚ·ϹͺϹϹͽϭϭʹϧͺͺͶϽͼϷϭϫ |
| | ᠕ᢞᡆᢩᢩᢂ᠋᠖ᠯ᠖ᢄ᠘ᡩ᠘᠖᠖᠖᠖᠘᠘᠘ |

| that means that somebody who isn't and maybe not up to the level of training that you think they should be. As a department you are saying yes you can fulfill your job duties although we know that you haven't done all the training that you should. How long can somebody operate under a letter of authorization? What is the time frame? Can it be forever? If you're not tracking who needs training, how many people are operating under letter of authorization with no time frame? Thank you, Mr. Chairman. | ⁵ |
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| Chairman : Thank you for that question. Mr. MacDonald. | Δ•/≪ϷϹ· • (ጋኣ፞ን⊧ď፦ ፣ďᢣ°உ广҆ ⊲∧∿ⅆ∩ቦኑ°ഛ. Γ ^៶ Ϲ LºĊഛ. |
| Mr. MacDonald : Thank you, Mr. Chairman. I will ask Mr. Ojah to answer that question on my behalf. Thank you. | LゥĊ፞፞ዾና (ጋኣ፞ኦቴና): ናਰኦ°ዺ广፞ ^ኈ Δν፞፞፞፞፞፞፞፝፝፝፝ Δν፟፟፟ ዻለሲσዻኈ<ና ር፝°ዹ ዖኦናਰጔJ. Γ፞ነር ጳ፞፞፞ጏ፞ና. ላ፟ኈb Γ፞፞፞ ዾ፞ [•] ኦ ዖኦናਰσዻኈ<ና. |
| Mr. Ojah: Thank you, Mr. Chairman. | ፟ዾ›ኑ (ጋኣ፟ትዾሩ): ናdታ [ຼ] ዹ广 [፟] Δዾ፞፞፞፞፞፞፞፝፝ |
| Chairman : Thank you. Mr. Ojah please proceed. | Δ•/«Þር •• (ጋኣኦ•dና): ‹d৮°உ广். ୮ኣር ኦ›৮ ьᢣፖና. |
| Mr. Ojah : Thank you, Mr. Chairman. There is no statutory period that limits the holding of a letter of authority. We attempt to have statutory training for those who do not have appointments. We attempt to have it on a twice annual basis. As a matter of fact, we currently are going to be holding one in the end of October. | ኦንታ (ጋኣኦካሪና): ናላታዲርኮ Δካረዳኦርጐ. ለናላታጭርናውጭቦናጋጭ ላጋጭርኦንኦሊላናውጭጋቦ ሥሮሮኦጭፖሬትሮ ርልዲና የኦውጭ ላላታውስቦላጭ በበጭ ላጋጭርኦረዮዲኒኒዮር ለረዮሚናስናብረጭ Δውሮሲኦቦ, Δሮዮሚናውስናበናውናሪፖሬቲያና ሬሮሙበያና ርሏካሪታን ላናቲህ ደናፖልጭርጭ ርሏሬልሮኦዮላሲሪና ማጭጋም ሬዮሲ ላንዳኦና ውግህላታ. |
| Prior to the statutory training, we do attempt to keep track of staff who need to move from the level of letters to appointments and in that prior period the supervisor has a responsibility to work clearly with the individual workers to identify the areas of strengths but also to identify the areas that are lacking whether it's in the area of knowledge of policies, procedures, the intent of the legislation, | CAL® AC® or 4% AC A A A A A A A A A A A A A A A A A A |

| and so on. | |
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| In summary, no. Letters of authority may continue for an indefinite period of time but they are tracked and we do focus on moving people to the point where they can be recommended for appointments. Thank you, Mr. Chairman. | ﻣ∆ﻓِଽْᠵJ ᡧᡃᢆᡰᡅ. ᡬᡃ᠌ᡆ ᠺᡃᡲᠺᠬᡊᡃ᠊ᠴJ ᡣᠬ᠋᠋ᡃᡥᡉ ᢗ᠘ᡃᡃᡆᠯ ᠺᢞ᠌ᡆᢩ᠄ᡃᡢᠺᠬᢞ ᠘ᠴᡄ᠋᠌ᠬᢣᠦᡃ ᠺᡄ᠋᠋᠋᠊ᠧᢞᡆᢩ᠄ᡆᢣᡃᠻᡊᡗ᠋ᠯᠦᡄ᠋ᡃ, ᠘ᡄᢪᠦᡆ᠋᠋᠍ᡃᢛ᠘ᡩᡊᡌ᠋ᡆᢟᢩᠬᠬᡃᠦᠴᡆ᠋ᡃᢛᡊᡸ᠋ ᠴᡃ᠋ᡢᡥᢗᢂᢞᡆᢩ᠋ᡰᠮᢞᡆ᠋ᡘᡃᡊᢪᠴ᠋ᡗ᠖ᡔᢪᠳᡆᡃᡝᡆᢣᢂ᠋ ᡏ᠘ᡔ᠋ᠮᡆᢣᡄᢂ᠊ᠳ᠖᠄᠂ᡆᡃᢞᡆᡬᡃ᠖᠘ᡃᢞ᠙ᡬ᠅. |
| Chairman : Thank you, Mr. Ojah. Ms. Angnakak. | Δ•/«ϷϹ·· • (ϽϞʹϷϭϲ)։ ·ϭͿϧͼϼϹϷ Γ·Ϲ ϷϞϧ. ΓϞϒϞ Ϥ ^ͺ ʹϼϐ [;] Ϸ. |
| Ms. Angnakak : Thank you, Mr. Chairman. Thank you for your answer. Can you tell us then if somebody comes for training let's say you were saying at the end of next month there was going to be training. Does that automatically put them into an appointment position? Thank you, Mr. Chairman. | Ϥʹ·ͺͺͺͺ ϷͺͺͺϽͺ;ϫϧϥϲ;;ͺ;ϥϧͺͼͺϳͺϧͺͺϘϷϹͺͼϧ ;ϥϧͺͼͺϲͺϷͺϹϷͺͼϧͺϷϧϿ;ϷϧϷϧϫϥϫͺͼϫ; ϪϹͺͺͼͺϫϥϫͺϥͼϧϿ;ϷͿϲϗͺͺͺͺϒϲ;ͳϧ ϫͺϫϥϫϥϫͺϫϫϫ ϫͺϫϫϫ ϫϫϫ ϲ; ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ |
| Chairman: Thank you. Mr. MacDonald. | Δﻪ/≪ϷϹ· Ϸ(Ͻ ^ϳ ϡϷϭϲ)։ ^ϛ ϭϟ ^ϫ ႭϹϷ. Ϲ Ϲ ϹϷϹϿϚ. |
| Mr. MacDonald : Thank you, Mr. Chairman. I will ask Mr. Ojah to answer that question. Thank you. | LゥĊഛና (ጋኣኦኦዕና): ናdኦ°Ⴍ广ኦ Δኦፖペኦርናኦ. ୮ኣር ኦኦኦ ዖኦናdσ⊲ናኦ<ና. ናdኦ°Ⴍ广ኦ. |
| Chairman: Thank you. Mr. Ojah. | Δ•/ |
| Mr. Ojah : Thank you, Mr. Chairman. I thank the member for the question. As I indicated yesterday, there are seven key areas that must be mastered or accomplished in order to be recommended for an appointment. Those seven key pillars cover the wide spectrum of competencies that we believe prepares and ensures that the level and quality of service being delivered is effective and will meet the needs of the consumer. | > (ϽϞϷϭϲ): ⁵ ἀν-ἀΓϷ Δνν«ϷϹʹϷ. ⁵ ⁴ ⁴ ⁵ ⁵ ⁴ ⁴ ⁴ ⁴ ⁵ ⁴ ⁴ ⁵ ⁴ ⁴ ⁵ ⁴ ⁵ ⁴ ⁴ ⁵ ⁵ ⁴ ⁵ ⁴ ⁴ ⁵ ⁴ ⁵ ⁴ ⁵ ⁴ ⁵ ⁴ ⁵ ⁴ ⁴ ⁵ ⁴ ⁵ ⁴ ⁴ ⁵ ⁵ ⁵ ⁴ ⁴ ⁵ ⁵ ⁵ ⁴ ⁴ ⁵ ⁵ ⁴ ⁵ ⁴ ⁵ ⁵ ⁵ ⁴ ⁴ ⁵ ⁵ ⁵ ⁵ ⁴ ⁵ ⁵ ⁵ ⁵ ⁵ ⁴ ⁵ ⁵ ⁵ ⁵ ⁵ ⁵ ⁵ ⁵ ⁵ ⁵ |
| Between the supervisor and the worker, those seven pillars or areas of competency are tracked and documented. Prior to the recommendation for full appointment to the Director of Child | ዻኈሁሩኈ፝፟፟፟፟ቒ፞ዹ፝ዾጏዾ፨ኯፙኯኯኯ ዾ፝ዾኇ፟፟፟፝፝፝ኯጚኯኇኯኯኯኯኯ ዾዾናበኈ፝፝፝፝፝፝፝ኯ፟፟ዻዺ፟፟፟ኯዾኯኯኯኯኯኯኯኯኯኯኯኯኯኯ ኯ፟፟፟፝፝፝፝፝፝፝፝፝ኯኯኯኯኯኯኯኯኯኯ |

| Welfare, there must be submission of | ՈՈհ ^ւ հ۲۲4₽ ጋዋን₽়⊁γ√√₽, C₽₽qd |
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| clear evidence that these areas have been | ⊲ל°°°⊳⊲L°`U`C |
| covered to the satisfaction of the | ᠕᠆᠋᠋ᠬᢞᡆᡅ᠋᠋᠋ᡏᡃ᠋ᢐᡃᡃᢄ᠋᠅ᡗ᠋᠅᠕᠆᠋ᠬ᠈᠋ |
| supervisor and that the recommendation | C۵L۴۵. ٬۵۶۶هـ ۲۵ ۵۰۲۹۵ |
| is truly made. Thank you, Mr. Chairman. | |
| is trary made. Thank you, with chanman. | |
| Chairman : Thank you, Mr. Ojah. Ms. Angnakak. | Δ•/«ϷϹ· • (ጋኣኦ•d ^ϲ): ናਰኦ° ជ广•, Γ [、] Ϲ Ϸʹϧ. Γ [、] γ ⊲ ^ͺ ʹͺͺͺϷ [;] Ϸ. |
| Ms. Angnakak : Thank you, Mr. Chairman. Just to get a better, or just to confirm; so each community has one or more social workers and then they have one supervisor in every community or is the supervisor regional? Thank you, Mr. Chairman. | Ϥʹ·ͺͺͺͺͺ ϿͺϷͺϷϭ;;ͺ;ϥϧͺͼͺϳͺϧͺͺϘϧϲͺͼ. ϫϿͼͳͺϤͺϼ;ϫͺͺ ϤϹϷϞͱϹϧͺϪϿϲϲϓ;ϼ;ϽͺϹϹͼϫͺϤϽϙͺͼϫϲϲϧϫ ϤϹϷϞͱϹϧͺϪϿϲϲϓ;ϼ; ϤϹϷϞͱϹϧͺϤͼϲϲϲϳ Ϥͺ; Ϥͺ; Ϥ;ͼ; ϫͺϫϫϫ ϫϫϫϫ ΑϧϞͼϷϲ. |
| Chairman: Thank you. Mr. MacDonald. | Δ•/ペÞርጭ (ጋኣ፞ኦኦሪና): ናሪሃ°ዺ广፟፟፟፟፟፟ . ୮ነር Lኑር፞፞፞፞ዾና. |
| Mr. MacDonald : Thank you, Mr. Chairman. I thank the member for the question. There is not a supervisor in every community. There are regional supervisors and then regional managers. Thank you. | L°Ċ౨ ^ᢏ (ϽϞϷϭϤ): ჼϭͰϷႭϮϷϪϷϒϘϷϹʹϷ. ჼϭͰϷϾϷʹϷͺϹϲϧϲʹϷʹϺͺϤΛͺϲ·Ϲ϶, ϤʹͼϧͼͽϧϿϪͼϫϿͼʹϷϚϽͼͺϿͼϲϲϲϳϭͺϤ·Ϲ Ϥͼϧͼϧͼϧͼϧͼϧͼϧͼϧͼ ϤͼϿͼϧϲϲͼ |
| Chairman : Thank you, Mr. MacDonald. Ms. Angnakak. | Δ•/≪ϷϹ· Ϸ(Ͻ ^ϳ ϡϷϭϲ): ^ϛ ϭͰ ^ͼ ϼϹ ^ͱ Γ ^៶ Ϲ L ^ϧ Ϲʹϼ ^ϲ . Γ ^៶ ϟ ^៶ ⊲ ^ኊ αϷ ^{;ϧ} |
| Ms. Angnakak : Thank you, Mr. Chairman. I'd like to ask the department then, how many times does a supervisor make visits to assess whether or not the social workers are trained and ready for the next level? Thank you, Mr. Chairman. | ዻኈዾьኈ (ጋኣ፞ትኦሪና): ናdታ°ዺ广፞፞ Δኦፖ «ኦር፟፦. ዻለሲጚዸኯና ለሮሲልኦጚኈ. ናbንፖላኈበኈ ዻኈዸጚኈ፟፟፟፟፝፝፝ ርΔ°ዹ >ᡄሲዻናኦርናጐሩ ናbኦትኣኈ፝፝፝፝፝ጏኇ Δዾሮሲኦኦጚጐ ር፝°ዹ Δሮ°σዻኈ፝፞፝፝፝፝፝፝፝፝፝ ዻጋΔ°ዹኦሮናጔዻ፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟ Δሮ°σዻኈፖርኇ? ናdታ°ዺ፫፦ Δኦፖ «ኦርጐ. |
| Chairman : Thank you, Ms. Angnakak. Mr. MacDonald. | Δ•/《Þርጭ (ጋኣኦኦሪና): ^ና ሪታ° Δ ⁻ ሰራ Δ ⁵ %. Γ ΄ C L ^ϧ ϹʹϼϚ. |
| Mr. MacDonald : Thank you, Mr. Chairman. It depends on a number of factors. Supervisors are expected to manage the performance and the progress of their subordinates. Sometimes that's done in location. Sometimes it's done via | L°ĊϿϚ (ϽϞʹϷϭϚ): ϚϭϭϫͺϹϷͺΔϷϒϨ:ϷϹϚϷ. Lϲ·ϷϟLϽΔ ^ͼ ͺϫ·ϿϚϷͺϽ ^ͼ ͺ·ϤͺϐϚϷϚϷϿϚϷͺϭϒϷϒϮ ϭʹϞ·Ϳϲ;ͼϷϳϲ ΔϚϷϷϥϪ;ϚͶϤ ^ͼ ϭϲͺϒϞʹϹ ^ϫ ϲϧϒϲ Δϲʹ ^ͼ ϭϷϭϲʹ϶ͺϹΔL ^ͼ ϥͺϚϷϘϷϞϪϚϷϚϹ·ϷϽϲʹϫϙϲ ϥͺϳϽʹϒϹϷϧͻϭʹϜϧϽϹϷͺϹΔLΔϲϲϷϚϷϲϹϲͳϚʹͼϧ |

| distance and increasingly that's been the | ᠘᠋᠋᠆ᡣ᠈᠊᠋᠋ᡱ᠖᠘ᠴᡄ᠕ᢋᡬ᠘᠖᠘ᡎᡆᢁᢁᠴᠫᢓ᠅᠖ᡃᢗᡄ᠘ᢗ |
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| distance, and increasingly that's been the case due to some of the case load issues we discussed yesterday as well constraints on travel and the number of communities that a supervisor would be responsible to supervise. | ᠕᠆ᠺ᠆ᡣᢁ᠘ᠫᡄᠧᡗᠻ᠋ᢪ᠆ᢗᡌᡃᡂᡇ᠂ᢦ᠘᠉᠑ᢣᠫ᠂᠖ᡃᡄᡄ᠘ᢗ ᡏ᠋ᢂᡄ᠋᠘ᢗ᠒ᡏ᠖ᡃ᠖ᢗ᠅ᢏᡗᢩᡅ᠂ᠴᡆᠧ᠆°ᠳᡃ᠖᠘᠋ᡩ᠋ᠴᠦ ᡏ᠋᠅ᡁᢣ᠋᠋᠋᠅ᡠ᠘ᢣᢄᢞᡠ᠘ᠴᡄ᠋ᠬᢣᡃᢨᠴᡗ |
| I think your specific question was how often would they be able to go in. Ideally they would be able to conduct an audit perhaps one to two times a year. That is not always the case. Thank you. | |
| Chairman : Thank you, Mr. MacDonald. Ms. Angnakak. | Δ•/《ÞϹና• (ጋኣંኦ•dና): ናਰኦ°Ⴍ广• Γ·Ϲ LゥĊϿϲ. Γνϟν ⊲∿ႭႱ ^ϛ ͱ. |
| Ms. Angnakak : Thank you, Mr. Chairman. In the document it states that the department has developed and launched training initiatives such as self learning tools. Yesterday we talked a lot about the case loads and how there is a lot of work for a social worker to do in every community. How successful do you think the self learning tools are? Do they have enough time to actually go through these exercises? How much do you depend on these self learning tools to train social workers? Thank you, Mr. Chairman. | Ϥʹ·ͺͺϷ. (ϽʹϧϷ·ϭʹϿ;;ʹϭͿϧʹͽͺϹͼʹϘ ΠΠϚʹͼϟͿͺϟϭͼ Δϲ΅ϭͺϤϨͶͼϧͺϫ Δϲ΅ϭͺϤϨͶͼϧϫ Δϲ΅ϭͺϤϨͶͼϧϫ Δϲϫ Δͻϲ Δͻϲ Δ Δͻ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ |
| Chairman: Thank you. Mr. MacDonald. | ∆⊳୵≪⊳⊂ ⊷ (Ͻ ^ϳ ኣ≻∩Jና): ናਰ≻°ႭႠ _ჼ . ୮ ୯ ୮ _° ୯. |
| Mr. MacDonald : Thank you, Mr. Chairman. I'll ask Mr. Arnold to respond to that question. Thank you. | LﻪĊ血ና (ጋኣኑብטי): יּלאַ פרֹיּ Δﻪץפּאַכֿיּי. ר׳כ שָׂשָׂי 4אַיּלאַ פאילע פֿיאַריּט. ילאַ פּעַרָיּ |
| Chairman : Thank you. Mr. Arnold, if you could proceed. | Δﻪ/≪ϷϹ· Ϸ(ϽϞϷ⋂ͿϤ): ˁͿϟ°ႭϹϷ. ϹϞϹ ⊲໋ϳ϶·. |
| Mr. Arnold : Thank you, Mr. Chairman. Thank you for the question. It's a good question. Our online training tools are to compliment what we would consider core training. We have seen an increase in the use of our staff across the territory using | ዻ፞ቇ፡ (ጋኣትበJ፡): 'dታ°ዺቮ፞ Δካረዋኦር፞ዀ. 'dታ°ዺቮካ ላለሊႱልና, ላለጭdበናበላዊኈ፟Ⴑኯ፟ና. Δሮ°σላዀበናበσዀ 'bሊኣኦንታታሪ ላጋጮርኦኄዮርሊላ፦ና. ርΔካሪላ ላኦሬናበσኁ፝፝፞፞፞፞፞ |
| ,,,, | ᠘ᡄᢪᠣᡏ᠋ᡃ᠋ᢛᢗ᠋᠋ᢄᡃᡄᡅ᠋ᡗ᠋᠋᠋ᡧᡄ᠋ᡗ᠉᠋᠋ᠴ᠉᠋ᢓ᠉ᢓ᠋᠉ᡔ᠋ᡐᡄᡆ᠋ᡶᢗ |

| our online tools. They have a wide variety and choice of webinars and material that they can choose from depending on the kind of work they're doing or the kind of situations they are dealing with. We are able to track that as best as we can. Thank you. | Δ ^ۥ ᠉bዉ᠘ᢣ᠉በ≫ና, ወዉዎΓ ◀ጋ᠉ᠵ᠆᠆᠆᠆ ᠈ᡃ᠘᠋᠋ᢣᢣᡃᡆ᠋ᡗ ᢑ᠌ᡒᠯ᠋᠍᠊᠌᠘ᡶ᠋᠈ᡷ᠋ᡠᢪᠣᡘᡃ᠋ᡷ᠋ᡆ ᠳ᠋ᢓᡆ᠋ᡁ᠋ᡃᡪ᠖ᢪᢁᢁᠫᢕ᠉᠘ᡄᢪᠳᡇ᠌᠌᠌ᢓ᠘ᢣᢥᡥᢐᠥ ᠘ᡄᢪᠴᡗᠬ᠋᠘᠉ᡃᠣᡆ᠘ᡃᢆᡵ᠘ᢣᢥᡳ ᠘ᡊ᠆᠋ᠴᠬᡗ᠄᠂ᡏᡆᡰᢞᡆᢩᡏᡃ᠈ |
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| Chairman : Thank you, Mr. Arnold. Ms. Angnakak. | Δ•៸≪ϷϹ· • (ϽϞϡ∩Ϳ·): ·dϧͼͺϮ· Γ·Ϲ Ϥͺϳͼ. Γ;· Ϥ·ͼͺϷ [;] ͱ |
| Ms. Angnakak : Thank you, Mr. Chairman. In regards to the self training tools and maybe the other training initiatives that the department has put in place for the social workers, what kind of feedback have you had from the social workers in regards to the training? Have they told you that what you have in place is satisfactory? Have they said that they want something different? Maybe delivered in a different way or a different method? Can you elaborate on that? Thank you, Mr. Chairman. | Φ[*]αb^{**} (ϽϞϷηͿϚ): ⁵ d۶ [*] αϮ [*] Δ [*] νϘϷϹ ^{**} . CΔ [*] dΔ [*] UC ΔC [*] σΦΡΛΡ ⁵ b [*] C [*] DΔ [*] Δ [*] Γσ ^{**} Δ [*] L [*] Λ [*] C [*] G [*] Δ [*] C [*] C [*] [*] C [*] C [*] Δ [*] D [*] δ [*] [*] ΔC [*] σΦ [*] [*] C [*] C [*] C [*] δ [*] b [*] νL [*] [*] Δ [*] C [*] Δ [*] Δ [*] C [*] σΦΡΛ [*] C [*] L [*] [*] [*] C [*] Δ [*] C [*] C [*] L [*] [*] C [*] Δ [*] C [*] C [*] L [*] [*] C [*] Δ [*] C [*] C [*] L [*] [*] C [*] Δ [*] C [*] C [*] L [*] [*] C [*] Δ [*] C [*] C [*] L [*] [*] C [*] Δ [*] C [*] D [*] C [*] L [*] [*] C [*] Δ [*] C [*] D [*] C [*] L [*] [*] C [*] Δ [*] C [*] D [*] C [*] L [*] C [*] Δ [*] C [*] D [*] C [*] L [*] C [*] Δ [*] C [*] D [*] C [*] L [*] C [*] C [*] Δ [*] C [*] D [*] C [*] L [*] C [*] C [*] Δ [*] C [*] C [*] D [*] C [*] C [*] C [*] Δ [*] C [*] C [*] D [*] C [*] C [*] C [*] |
| Chairman: Thank you. Mr. MacDonald. | Δ•/ペÞርጭ (ጋኣኦበJና): 'd৮°உ广். ୮ ^៶ ር Lゥር፞፞ዾና. |
| Mr. MacDonald : Thank you, Mr. Chairman. I'll once again ask Mark Arnold to respond to that question. | L^ϧϹʹϼϚ (ϽʹϞϟႶͿϚ): ჼdᢣ [ᢩ] ឩϹϳ ^ϧ ΔϷϟ≪ϷϹϳͼ. ϹʹϹ Ϥʹϼͼ ϷϷʹdσϤͼϭϚ ϹʹϟϹͽͺͺͺͼϥϷͼͺϹϷͺ |
| Chairman : I thought you were going to do that. Mr. Arnold, please proceed. | Δ•/《Þር •• (ጋኣትበJ፡): CΔൎL• የÞσ⊲ናረቦኄԵርኈርቦና. Γኄር ፈ፞፞፞ጏና. |
| Mr. Arnold : Thank you, Mr. Chairman. Thank you for the question. The feedback we get consistently is positive, particularly for the training where we bring people together such as our core training. We have positive feedback for our legal services training. For the most part, for the online training there are concerns from time to time with the ability for some communities to actually be able to deal with some of the technical challenges or technological challenges so | ዻ፞ቇ ና (ጋ፟፟ኣኦበJና): ፣፝፝፝፝፝፝፝፝፝፝፝፝፝ የታ ፝፞ ዺለሲሁልና. ጋኣ፟፝፝፝ ይና፝፝ ^ዀ ጋታ ነቆልዻ፞፞፝ ትንድ ልና ግ ማ ላዩ ስ ትንም ትንም ትንም ትንም ትንም ትንም ትንም ትንም ትንም ትንም |

| there is inconsistency there. In terms of feedback. When they are on and they are able to use the tools and it is getting better then the feedback is relatively positive. Thank you, Mr. Chairman. | ᡏ᠋ᠫᡥᠵᡃ᠆ᡄᡏ᠊ᠴᡣ᠋᠉᠘ᠴᡏ᠋᠉ᢣᢝ᠅᠋᠆ᡧᡫᠴᡏ᠉ ᡏ᠘᠋᠆ᠴ᠋᠋᠆᠋ᠫᢣ᠋᠋᠋᠋ ^ᢑ ᠆᠈᠘᠂ᡬ᠘ᡃ᠋᠋᠆ᡘ᠆᠆ᡧ ᠈ᢅᠯᢞᡆ᠋ᡏ᠉᠘ᡃᡟ᠙ᢂ᠋ᡬ᠅ |
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| Chairman : Thank you, Mr. Arnold. Next name on my list, Mr. Enook. | Δ•/ペϷር· • (ጋኣኦበJና): ናਰአድሏቮ• Γነር ፈቃና. ፈበናਰበዮσ Γነር Δ.ቃ. |
| Mr. Enook (interpretation): Thank you Mr. Chairman. Good morning to the people of Nunavut. Welcome to the hearing. I do have a few questions in regards to the training program in regards to Mr. MacDonald's response in English that the training program is not operating very well or rather, it's inconsistent. | Δϼ•: ⁶ d۶° Δ ⁱ ν Δ ⁱ ν «ϷĊ ⁱ ». Ϸ·ϲʹϷd ^c ϼα Ϸ ⁱ ΓϷ ^c , Ͻ ^ͼ [*] υ/Γ ^c Π. Ϲ ⁱ ν/ Ϳ [*] υ Δϲ ⁻ σ σσ ^c Ϳ ^c αΛ ^{ie} dΠ ⁱ ν ⁵ b ^b ⁶ σ σ ⁱ (JL ^c Δ ⁱ). CΔ ⁶ α Γ ⁱ Δ ⁱ Δ ^{c⁻} σ σ ⁱ ⁵ ¹ Π ^{i⁶bⁱ⁵ⁱ⁵¹ CL⁶α Jⁱ⁶ Δ^{c⁻}σ σⁱ⁶¹⁶¹ σ^{i⁶}⁶¹⁶¹ ^{i⁶}¹⁶¹ Δ^{i⁶}⁶¹⁶¹ ^{i⁶¹}¹⁶¹ ^{i⁶¹} ^{i⁶¹} ^{i⁶¹} ^{i⁶¹} ^{i⁶¹} ^{i⁶¹}} |
| First of all I'd like to ask a question in regards to that but before I ask the question; Nunavut residents are aware, especially the members of the Legislative Assembly are aware that the social worker's work is very difficult and challenging. Of all the job positions in Nunavut, the social worker position is one of the most challenging and difficult jobs. We're never satisfied. We hardly ever appreciate the social workers although we are very proud of them. I believe the reason why we are asking those questions is because we so want to provide more support to the social workers so the government can provide more support to the social workers at the community level. | ϤΛሊՐϤϲϷ ^ͼ ʹϒϭ ^ͼ ϱΔ ϼͼϿΓϷΛͿ ^ϛ ʹϐϷϞͰϟΔ ^ͼ ͼϷႱ·Ϛ Ϥ ^ͱ Lͻ ΛͻϤʹϷϽΓ LϲႱϲϷʹϷΛΛͿͼ ʹϐϷϞͰϞͿͼ ϹΔ ^ϧ ͼͿϤ Δϼϲͺϳͼ Ϥ ^ϧ ; ² ϲ ² ϲͺϚϽϤͻ ^μ Γ ^κ ΛϲͺϥʹͼͿͼͰϹ Δ ^ͼ ϷͼΔϟ [;] ² Γ ^κ Ϥ ^κ ² |
| We're very proud of them because they work with very difficult issues and challenging issues. For that reason we're asking questions looking at ways how we can provide more support to the social workers, especially through government. | ᡬ ^ᢛ ᡆ ᢂᡃ᠋ᢐ᠌᠌᠌᠌᠌᠌ᢄᡩᡆᢄ᠖᠋ᢂᡩ᠘ᡩ᠘ᡩ᠘᠘ᡩ᠘᠘ᡩ᠘᠘ ᠄᠋ᢐ᠌᠌᠌᠌᠌ᢄ᠆ᡁᢄ᠆ᡩᡄ᠘ᡩ᠘᠘ᡩ᠋᠆ᠮ ᠕ᡔ᠋᠋᠋᠋ᠺ᠆ᠺᡆ᠋᠖ᡩᢄ᠆ᡩ᠘ᡩᢓ᠆ᡆᠺᠴᢩ᠕᠅ᡔ᠋᠘᠖᠘ᡘ ᠋᠂ᡦᠣ᠋ᢧ᠋᠋᠖᠆ᡩᠴ᠘᠙᠘ᡗᡃᡷ᠌ᢁᠺ ᠕ᠴᡏ᠖ᡔᡄ᠋᠊ᠴ᠋᠘᠙᠘ᡗᡃᡷ᠌ᢁᠺ |
| Let me get back to the question that I wanted to ask about the training aspect | ርΔ°ዉ ϷႶჼልቦϲϷჼϲJ Ⴤዎ՟Ⴀჼჼ ጳለჼ፥ዕበቦჃLኑና. |

| not being consistent as the deputy minister has said. Although my colleague, Ms. Angnakak may have asked that question, Mr. Chairman; if I'm out of line you may rule me out of order. In regards to the inconsistencies, is there a plan now so that you can get rid of the inconsistencies? Thank you, Mr. Chairman. | CL ^e aj ^{ib} ۵c ^e σ ⁴ ^b n ^c nσ ^b b ² /σ ^{ib} ^c n ⁴ ^b ^c ^b ^c ^c ^b ^c |
|---|--|
| Chairman : Thank you, Mr. Enook. Mr. MacDonald. | Δ»/«ϷϹ· » (ጋኣትበJና): ኀሪሥልርኮ Γነር Δ |
| Mr. MacDonald : Thank you, Mr. Chairman. I would like to thank the member for the question. I believe that the Child and Family Services Division of the Department of Family Services recognizes that there are inconsistencies and that the level of service that we've been able to provide to our front line staff, in this case social workers, is not to the level that we would want. | L^ϧϹʹϼϚ (Ͻ^ϳϡϷႶͿϚ): ·ϭͿϧ·ͽϲϹʹ· ΔϧϟϘϷϹͼ·. ·ϭͿϧ·ͼͺϹͼϫϲ Δϲͺϔϭ·ʹͺͻͺͺͺϒϧϲϒͼ·ϺͼϚͺΔϲϹͼϧϟͼ;ͼͽϽϚ Ϥ;ϷϳͼͼʹϒͼϭϷϭͼϧϲϼͼͺϤϲϹ ͺ ͺϫ;ϲϲϷ ϫͺϲ ϫ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ |
| And it's not to the level that would enable them or equip them to perform their duties to the maximum capacity on behalf of children and families. I think the recommendations of the Office of the Auditor General have highlighted that and emphasized that to us. | ᠺᢞ᠌᠌ᡄᡃ᠋᠉ᢣᠡᢗᢂ᠋᠄ᢣᡪᠦ᠊ᡬᡃᠯ᠋ᠴ᠌᠌᠅᠘᠌ᢁᢤ᠙᠒ᡣᠴᡗ᠋ᡱᡃᡠ ᠺᢞ᠌᠌ᡆ᠋ᡝᠦᡄ᠋᠋᠋᠋ᢆ᠋᠋᠋᠋᠋ᢆᡄᡗᢄ᠆ᡘᡄ᠋ᠺᢞᡆᢩ᠄ᡩ᠋᠌᠌ ᠘ᡄᡤᡃᠴᢩ᠋᠋ᠺ᠋ᡝ᠋ᠴᡗᠺ᠋᠘ᢣ᠋᠘ᢟ᠋᠍᠍᠍᠍᠍᠍᠌ ᠘ᡄᡤᡃᠴᢩ᠕᠋ᡝ᠋ᠴᡗᠺ᠋᠘ᢞ᠋᠍᠍᠍ ᠘᠋ᢩᡄ᠋᠘ᠺᢋ᠋᠘ᡩ ᡆᠴᡆ᠘ᠬ᠘ᡶᠻ᠂ᠺᡰ᠋᠘ᢂ᠙ᡗᠬᡨᠴ ᢂ᠋᠋᠋᠋ᢧᢄᢧᢂᡔ᠕ᡶ᠋᠘᠆᠘ᠴᡨᡃᢤ |
| From the department's perspective, in accepting those recommendations as entirely correct in their assessment of the department, we feel that our action plan is the plan forward. We want to make sure it's done whether it's through administrative processes like those I discussed with the other member, HR practices and performance evaluations, or through program management practices and understanding things like case numbers and the situations that our social workers are experiencing. | C ¹ -Q, Δ/L ¹ ⁻ ¹ - ¹ - ¹ - ² Λ _Γ ⁻ ⁴ δ ⁴ C ¹ - ⁴ ⁴ - ⁴ |

| That information is fed to the senior management of the department and the division. Then they can employ evidence- based practices such as training that will meet the actual needs of our frontline staff. That is our plan. That is what we committed to doing. Thank you. | ርLʰd쇠 ጋኣÞLቦ⊲፫ና 쇠ጋΔ°ᡆϷႶርϷናϷናርናժናጏቦና ዻኈዮጚ፨፟፟፟፟፟፟፟፟፟፟ ላዮቪ፝፝፝፝፝፞፞፞ልጅንና አ፨፝፝፝፝፝ኯጚ፨፟፟፟ ላጋ፝፝፝፝፝፝፝ኯ፟ፚኯ፟ኯ፟፟፟፟ ዾ፝፝፝፝፝፝፝፝፝፝፝ፚዾኇ፟፟፟ ፚዾ፝ዀ ርፚL°ዉጏ ፟፟፟፟፟ይና፝ዀ፟፝፝፝፝፟፝፝፝ዾ፝ጜኯ፝ጜ ርፚL°ዉጏ ፟፟፟፟፟ዄ፝ዀ፝፝፝፝፝፝፝፝፝፝፝፝፝ዾዀ፝ኯ፟፟፟ዾዀ፞ዀ ርፚL°ዉጏ ፟፟፟፟፟ዄዀ፝ኯ፟፟፟ዾና፟ዀጞዄ፝፝፝፝ ርፚL°ዉጏ ፟፟፟ዄዀ፟ዀ፟፟፟፝፝፟፝፝፝፝፝ዾዀ፝ዀዀ |
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| Chairman : Thank you, Mr. MacDonald. Mr. Enook. | Δ•/ペϷϹ· • (ጋኣትበJ፡): [;] d৮°ዺ广ና Γ [、] ር LၑĊጔና. Γ [、] ር Δ_ው. |
| Mr. Enook (interpretation): Thank you, Mr. Chairman. Let me further ask a question in regards to training. If anybody is hired as a social worker to be a permanent social worker and as we have heard earlier that there are seven core pillars that the social worker requires or needs to be trained in order to be appointed: what about the students that are taking social service training programs and they graduate? They are hired within the department and later on perhaps before so many years are over and these are core training programs that you work at. There's no such thing like that. | Δ.σ ⁶ : ⁵ db ⁶ Δ ⁵ d ⁶ A ⁵ d ⁶ C ⁶ . CLDJ ⁶ b d ⁷ d ⁶ A ⁶ d ⁶ d ⁵ J ⁶ DPd ⁶ d ⁶ A ⁵ d ⁶ D ⁶ A ⁵ d ⁵ D ⁶ d ⁵ D ⁶ d ⁵ D ⁵ d ⁵ d ⁵ D ⁶ d |
| The reason why I ask this question, Mr. MacDonald, is that you had stated that they follow their needs and wants of the social worker. If I become a social worker and don't want to take any further training then does that mean I won't be trained even though it's mandatory or not. It seems like is it ok in your department for a social worker who's hired to never take training after that? Thank you. | ٩٨ ^ۥ ۥ٩۩٢%۶ ᡬ ^۵ ڝ ٢ [,] ٦ ٤ [,] ⁶ ² ۵ [,] ⁶ ² ٥ [,] ⁶ ⁶ ⁶ ⁶ ⁶ ¹ ⁶ ⁶ ⁶ ⁶ ⁴ ⁶ ⁶ ¹ ٤ [,] ⁶ ⁶ ⁶ ⁷ ¹ ⁶ ¹ ⁶ ¹ ۵ [,] ⁶ ⁶ ⁷ ¹ ⁶ ¹ ⁶ ¹ ¹ ⁶ ¹ |
| Chairman : Thank you, Mr. Enook. Mr. MacDonald. | Δ•/ペϷር· • (ጋኣትበJና): ^ና d৮°உ广ካ Γነር Δ Γነር Lካር፞ጔና. |
| Mr. MacDonald : Thank you, Mr. Chairman. And thanks to the member for the question. I guess I'll describe the | LゥĊഛና (ጋኣትበJና): ናਰታ°ዺ广ካ Δካፖペኦርጭ, ላዛL LーႱーኦኈበ ናਰታ°ዺ广ካ ላለኈਰዛገና. |

| various types of training, perhaps. | ᢄᡔ᠋ᢑ᠋ᡶ ᠘᠋ᠴ᠄ᡄ |
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| There is statutory training which is entirely mandatory. That is required of all employees. That's not something that the employee would have an opportunity to decide whether they wanted to do it. Now, as stated before. We have to do a better job of following up to ensure when that statutory authority expires because there is an end date to that. We need to make sure that that refresher training occurs more consistently. There are other types of training that may be identified through the course of the individual's practice in the community. For example, they might want better knowledge of legislation, or dealing with justice issues for example. There are two ways it can happen. The | Δ ^ι L ⁱ b. Δ ^{-°} σ ⁴ ^c CΔ [°] α _n ⁴ C [°] σ [*] ΛC ⁱ b ^c C ^{is} > ^{is} Λ ^j P ^c ⁱ Δ [°] α _n ⁴ C [°] σ ^s . CL ⁱ d ⁴ Δ ^{-°} σ ⁴ ^{is} ⁱ CP ⁱ A ^{is} ^{is} ^c ² ^c Δ ^{is} ^{is} ¹ b ₀ ² ⁱ C ^j ² ⁱ . Λ ^{is} ^j ² , CL ⁱ d ⁴ Δ ^{is} ^{is} ¹ b ₀ ² Δ ^{is} ¹ b ₀ ² Λ ^{is} ¹ b ₀ ¹ C ¹ A ^{is} ¹ b ₀ ¹ C ¹ C ¹ C ¹ A ^{is} ¹ b ₀ ¹ C |
| employee themselves can identify an area where they feel I'm over my head or I'm not comfortable in this area and I would like some support. But of course, on the other side of that you have the supervisor who is observing their employee and saying well I'm noticing that you're having some difficulties here. It could be something as simple as report writing. They recommend to the individual to take some training as well. | C ¹ , L ⁵ 2Δ- ⁶ , U ⁴ J ^c CΔLΔ ^c ³ ^c ⁴ ^c ⁴ ⁵) ⁶ . Δ ⁵ ⁶ baΔ ⁵ ⁶ ⁶ a ¹ Γσ ⁵ ⁶ a ² a ² ⁶ ⁶ ² ² ² ⁶ ⁶ ² |
| In an ideal situation, it's a respectful back and forth between two colleagues. I hope that answers your question. I think the main point being that there are types of training that are not available to be selected or from which to be picked or chosen. That has to occur. That's primarily because there are legislative issues and child safety issues involved there. Thank you. | ለሀГዉኈጋ୮৽ ለካፈናኑርኦበናበላጐ<°ምታ ዉ፦ሩናክርኦበምናፐጋና ለድኊንኑክበሶና. የኦሁጋላጐ<ቦዉል? ላንትሶጐቦኒር ልሮግማላንሰና ልсጐቦና ላጋል°ዉኦናኮናሮ°ኾናጋና ማንፈኈርኦኆዉ°ኾናጋና. ርኖዉ ናኈየናርሲላሮካ ላጋኈርኦንኪላሮኮ ለንላበዮጋህ ለናዕታልና ኦናኮናኮረኒኒር. ናዕታ°ዉՐኮ ልካረዳኦርኈ. |

Chairman: Thank you, Mr. MacDonald.

| Mr. Enook. | Δ•/ペレርና• (ጋኣኦኑሪና): ናሪታ° ርትር ርቅር ርጉር |
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| Mr. Enook (interpretation): Thank you, Mr. Chairman. I also wish to ask in relation to the supervisors. I think you may have mentioned a number yesterday but how many managers are there or supervisors in Nunavut and in what communities are they based? How long will they be based in those communities? Thank you, Mr. Chairman. Chairman: Thank you, Mr. Enook. Mr. | $\Delta _$ ^b . Δ $_$ ^b : ⁱ db ^a $_$ ^c ^b $_$ Δ ^b d ^c ^b $_$ Δ ^b d ^c ^b $_$ Δ ^b d ^c ^b $_$ Δ ⁱ d ^b d ^c ^c ^b $_$ Δ ⁱ d ^c $_$ Δ |
| MacDonald. | Δ•/ペϷር፣• (ጋኣኦ•ሪና): 'ሪታ°ዉ广• Γ'ር Δ.ው. Γ'ር L ፡ር |
| Mr. MacDonald : Thank you, Mr. Chairman. There are seven supervisors across the territory and three managers. I may have to refer to one of my colleagues as to the exact community locations of all seven supervisors. But the managers are located in each of our department's regional headquarters offices. For example, Pangnirtung, Rankin Inlet and Cambridge Bay. I'll have to confer with a colleague about the exact locations of all of the other supervisors. Thank you. | ل د ک . ل د ک . ل د ک . L - C - C - C - C - C - C - C - C - C - |
| Chairman : Just for your use, Mr. MacDonald, you do have a mute button if you want to press that and discuss anything with your colleague. Mr. Enook, did you want to know what communities the supervisors are in? Mr. Enook. | Δ•/«ϷϹ· • (ϽϞʹϷϭϚ): Γ·Ϲ ͺϷϾϲϼϚ, ϤϽϨ°ͺϫ·ͽϹ°ϖ· ϤϽΔ° ϥͺ·ͽϹϲ·· ϭͺΛ·ϧϨ°ϭ·ϨͶΓϷ ϤΛ·ͽϲͿϷΔ° ϥͺϨϲͿϪϚ ΛϲϲͺϷϷʹͽͶʹ ^ϧ σϷ ϽϞʹͽϞϷϞϹʹ·ΓͼͿϤϐϚ. ϷϤϚͶϤϨ ϷϷʹͽͿϭϭϤʹͽ<ϹϚ, Γ·Ϲ Δͺϼϧ Ͽϒ;ϟͺϹͽϷϷϗʹͼ ϼϥϲϳϚ ϥʹϲϲʹϤʹϞͿϭʹʹϒ·ͼʹϷ? ΓʹϹ Δͺϼϧ. |
| Mr. Enook (interpretation): Yes, I do wish to know what communities they are based in and also and how are the supervisors selected where they will be living, where they will be based. (interpretation ends) | Δϼ ·: ʹϭͿϧͼͺϹϳͼͺϪͼϒϘϷϹʹͼ. Ϫ, ʹͽϷϷϟͺͺͺϧͺϭͽϽͽϧ ϤͱͺͺͻͺͺϹϪͼͺϲͺͺϤϒͼͼϥϹͼϷϳϷϫϧͺͺϫϲͼϧͼ ͼϼϿͼͼͺϲͼͺϫͼϧϲͼͼϗͼ ϫϧϲϲͼ ϲϧϲͼ |
| Chairman: Thank you. Mr. MacDonald. Mr. MacDonald: Thank you, Mr. | Δ•/ペϷϹናゅ (ጋኣኦኦժና): ^ና dኦ°உ广 ^ͱ . Γ [、] Ϲ L ^ϧ Ϲ໋ഛ ^ϲ . |

| Chairman. I'll ask Mr. Ojah to respond to that question. | Lሶር፞፞፞፞፞ዾና (ጋ፟፟ኣኦ ^ֈ ሳና): |
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| Chairman : Thank you. Mr. Ojah, please proceed. | Δ•/«ϷϹ· • (ጋኣኦ•d፡): ነሪታ ሲኮ, Γነር ኦ፡ታ Ե√/ቦባሲና. |
| Mr. Ojah : Thank you, Mr. Chairman. I thank the member for the question. Mr. MacDonald indicated that at the present time we have seven supervisors in place. The capacity that we actually have in total is ten positions for supervisors. Each region basically has at the present time three supervisors in the Baffin region we have them placed one is in Pond Inlet, one is placed in Pangnirtung, and one is placed in Cape Dorset. | >>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>> |
| The placement of supervisors is probably based upon the most central and easily accessible positions so they can control their span of staff. | ᡬᡃᢆᡰᡆᡆ᠋᠊ᠳ᠌᠌ᠵᡆᡃᢛᢗᢂ᠋᠆ᡔᡄ᠋ᢆᡊ᠆ᢆᠴᡆᠧᡃ᠋᠆᠌ᠫᢩ᠉ᡃᡉ᠖ᡃᢐ᠘ᢞᠫ ᠄᠙ᡣ᠋᠋᠈᠊᠋ᠦᡄᡶᠯᠵᢛ᠂᠋ᠺᢂ᠆᠅ᠺ᠋ᢁᡄᡄᡃᠮ ᠘᠋᠋᠉ᡃᠣ᠋᠘ᠫ᠋᠋᠉᠋ᢕ᠋ᡕ᠋ᢙ᠋᠋᠆ᠺ᠋᠄᠘᠋᠋ᠺ᠋᠁ᡁ᠘᠁ᡁ᠘ |
| In the Kivalliq, we also have three supervisory positions. We have one position in Arviat, which currently has just been filled. We have one position in Rankin; this is up for competition to be filled. We have it back filled with a long term casual at the present time. And we have one further supervisory position placed in Baker Lake. That currently is also at the point where we are working very closely with the Human Resources Department to have that filled post haste. | ٩<٢ |
| In the Kitikmeot region, we similarly have three supervisory positions. One is based in Cambridge Bay which is the largest community in that area. The second position is located in Gjoa Haven. That position is currently vacant. The incumbent happened to resign very recently as is the case in Kugluktuk. In relation to the nine supervisory | ^{\$} ΡΛ ^L ΓΡΓ΄ , Ϥ [*] Ϸ [*] υσ ^b CϷ ⁵ ^b Λ [*] υ/σ ^b ΔσC ⁵ b [*] D ⁵ ^b 4 [*] υζ [*] ^b ϷΛσ ^b , ΔCΡ/ ⁵ ^b Δ ⁵ b ⁻ ^b ² ⁵ Λ4 ^L Γ 4 [*] Γ ² [*] ² ⁻ ² ⁻ σ ² σ ² ^{\$} PΛ ^L ΓΡΓ, ΔΔ ^{<} [*] ^b Δσ ⁵ b [*] ² ⁻ ² ⁻ ^{\$} ⁵ ν ^{4⁵} D ^L Γ, C ⁶ ² ⁻ Δσ ⁵ b ^{2⁶} ⁵ ⁵ ² ⁻ ² ⁻ Δ ^{5^b} b ² Δ ^{5^b} D ² ⁻ ⁵ ^b ² ⁻ ² ⁻ Δ ^{5^b} b ² Δ ^{5^b} D ² ⁻ Δ ^{5^b} D ² ⁻ ² ⁻ 4 [*] ² ^{5^b} ² ⁻ ² ⁻ ² ^{5^b} ² ⁻ |

| positions in the district, we have one additional supervisory position based in Iqaluit. Thank you, Mr. Chairman. | ርժ՟ചՐና ርঁየታላ 9-ъታና ላኈሁናኈቴኦበഛ ሏጵና ለলႢኛልናበ°σ, ላርኦሥቴ°σי୮୭ ላኈሁጘኈቴኦበጔና Δσኦ⊀Γ▷ ለርና₺Ⴂ≫ኈ ፚኄኴጔ°σ. ናታኦ՞፯Γঁኮ Δዮፖ≪ኦርኈ. |
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| Chairman : Thank you. The next name on my list, Mr. Savikataaq. | Δ•/ |
| Mr. Savikataaq : Thank you, Mr. Chairman. My question is to the department on the line of training, too. It's been talked about a bit here but I would just like to get your definition of mandatory training. Thank you, Mr. Chairman. | ኣ&Ხር፟ና ፦ (ጋኣኦበJና): ናdኦ°உ广ঁኑ, ΔዮፖዊϷርʹ፦. ⊲∧ሊረሻኈን∿ሁ ርΔL, Δ⊂°σবσናጋና ⊲∧ሊረሻናL, ርΔL ϷናቴϷፖϷርኈፖLԿLና CLጋLσ ϷΡϷΓ ዹጋዉΔኈፖናdኦሁ⊃⊲ሁቦ ረዉΓና Δሮ°σሻናሁϷናጋ⊲ኦሊላናቴኈጋΔና ረዉና? ናdኦ°ዉ广ঁኑ, ΔዮፖዊϷርʹ፦. |
| Chairman: Thank you. Mr. MacDonald. | Δ•/«ϷϹ· • (Ͻ ^ϳ ϡϷႶͿϚ): ^ϛ ϭͿϷ·ͽͺϹϧͺ ϹϧϹͺͳͼͺ |
| Mr. MacDonald : Thank you, Mr. Chairman. Well the definition for us for mandatory training is training that is required for an individual to go about their job. For some program areas, mandatory training links directly to the legislation that is connected with the role or the function of those employees. We refer to it as statutory training in that case. Within our department, for example, child and family services, <i>The</i> <i>Child and Family Services Act</i> or the <i>Social Assistance Act</i> would have some statutory training that employees would have to take in order to perform their duties. Thank you. | L⁶C΄ Δ^C (ጋኣኦበJ ^C): L'α Ϸ⊀በ ⁶ Δ ⁶ γ «ϷϹ ⁶ ⁶ . Ϸ«J ^C ጋዮነδ ⁶ በ ^C C ⁹ ^C , CΔL Δ ^C ⁶ ^o ^C σ ⁴ Δ ^C ⁶ ^C ² σ ⁴ d ² δ ² σ ² σ ⁴ d ² δ ² σ ² σ ² σ ² δ |
| Chairman : Thank you, Mr. MacDonald. Mr. Savikataaq. | Δ•/ペÞር ጭ (ጋኣኦበJና): L'ዉ. Γ [、] ር ኣልხር ^ኈ . |
| Mr. Savikataaq : Thank you, Mr. Chairman. With your mandatory training, you just stated that it is mandatory for the social workers to do their job but yesterday you stated that roughly over 50 percent of them are operating under a letter of authority to do their job. Is it really mandatory when less than 50 percent of the workers don't have the | ኣ&ᲮĊ՟ ჼ (ጋኣኦበJና): Ľሏ▷ጚቦና, Δჼፖዴኦሮች. ርሏL Ĉჼdላ ሏሮችσላሁኦቦላቴዮσናሁσኣናልቦና ሏጋሮሊኑጋና, σቴሏጋችቦናበኑጋና. Δናናነኣ የፖላσ ኦቴሪድፍጋላናልና, ፈናሪኦታ ኦቴሪሮና ኦdላ ላሮሩቭበሙ ላቶችዮንቲበሙ ጋσታኦፖደናጋበና ቴዮጋሏσ ለሮሊኦሮሊታኦፖደኑር. ርሏL ፈናሪዲፈር Ĉቴdላ ር∆ቴdσъሁ ልሮችσላችፖLσቴዮበላႦቦናንታችናና? |

| mondatory training? Thank you Mr | ᠘᠆ᢞᠣ᠋ᡏ᠋᠋᠉᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
|---|--|
| mandatory training? Thank you, Mr. | ΔC 0 0 %2E(110 %)12 C < 1 ° %b^_>à.σ~%b%)?. L'a, Δε/«ΡĊ%. |
| Chairman. | |
| Chairman: Thank you. Mr. MacDonald. | Δ•/ペÞር ጭ (ጋኣኦበJና): ^ና ժታ°உ广். ୮ [、] ር LゥĊጔና. |
| Mr. MacDonald : Thank you, Mr. Chairman. I think we're maybe discussing two different things in that we have letters of authority for employees to work and they're providing evidence that they have some ability to perform that function. That would be the decision made by the Director of Child and Family Services to allow them to work in that capacity. In terms of the training itself, even those individuals would require that training and in fact as I believe it was Mr. Ojah who mentioned it earlier, those individuals would need more of this statutory or mandatory training than somebody who had the full qualifications to perform that function. | L⁶Co^C (ϽϞϞΛͿϚ): ⁵ dϞ ⁶ αϹ ⁱ , Δ ⁴ λ «ϷϹ ⁱ . Δλ L ⁴ ν Δ ¹ L ⁵ b L ⁵ 2Δσ ^b Ϸ ⁵ bϷλ ⁵ b ³ d ⁵ c ² CΔL. CΔLΔ ² Λ ₇ ² C ³ ⁴ ⁵ Λ ₇ ² C ³ ⁴ ⁵ Λ ₇ ² C ³ ⁴ ⁵ Ο ₇ ² ⁴ L ² ¹ LC Δ ² ⁶ σ ⁴ ⁵ ⁵ ⁵ ² ⁴ C ⁴ Ο ₇ ² C ⁴ ⁴ ¹ LC Δ ² ⁶ σ ⁴ ⁵ ⁵ ⁵ ² C ⁴ ⁴ ¹ L ³ ¹ C ⁴ ⁴ Λ ₇ ² C ⁵ ⁴ ¹ Lσ ⁵ ¹ G ⁴ ⁵ ⁴ ¹ C ⁴ ¹ C ⁴ ⁵ ⁴ ¹ C ⁴ ¹ C ⁴ ⁵ ⁴ ¹ C ⁴ ⁵ ⁴ ¹ C ⁴ ⁵ ¹ C ⁴ C ⁴ ¹ |
| It's a slight difference but one has to do with the ability to be in the position in the first place and the other is annual training that they need to undertake in order to maintain a level of knowledge and currency in the subject matter. Thank you. | CΔL |
| Chairman : Thank you. Mr. Savikataaq. | Δ•/ペÞርጭ (ጋኣኦበJና): L'ჲ. Γ ^៶ ር ኣልხር [፡] |
| Mr. Savikataaq: Thank you, Mr. Chairman. To make it clear then I'll ask do you have any social workers working who do not have the mandatory training? Thank you, Mr. Chairman. | ኣልᲮርঁ ጭ (ጋኣትበJና): L'ዺ, ΔዮፖዊϷርʹ፦. ርሏL ዹጋዹ ^ኈ ቦႱᡄʹ·ͻJ ጳለሲሮናዲ ^ኈ Ⴑ. ΔϼϲჀትናዕበርናႦჼ፦< Δሮ ^ኈ σጳበጳጐፖL ^۵ ዮርጋσ፦? Δሮ [°] σጳጐፖL ^۵ ዮርጋσ፦ ለሮኪትና፦ለፖ? ΔϼϲჀትσჼ, σናႦΔጋኈበናበትσ፦? L'ሏϷ⊀በና, ΔዮፖዊϷርʹ፦. |
| Chairman: Thank you. Mr. MacDonald. | Δ•/ペÞር ጭ (ጋኣኦበJና): ^ና ժታ°உ广 ^ኈ . Γ [、] ር L °Ċ |
| Mr. MacDonald : Thank you, Mr. Chairman. In the course of hiring a new employee it may be that they would be providing the necessary documentation to receive a letter of authorization and they | Lሶር፞ഛና (ጋኣኦበJና): L'ዺኦተበና, Δኦፖ«ኦርጐ. ለলሊኦርጐጋলና፟ [*] ህናር ወርናΓኑ, Δ ^ւ Lኘኑ ርΔ ^k dd ፈলረዛናም ፣bΔናበርዛ፡Lር ላ፡L ርΔL ፈዛ ^ው ዮምምቦና ርժኦኦႱምቬ [*] ህር Lলናጋቦና ለলሊላ ^ኈ ርጐበርኦቭህ፡Lር ፈ ^ւ L ፈርፑየፈኈ Δሮ [®] σፈሁσፈርናክናምዮና< |

| may have a period of time before the next | ᠘ᡄ᠋᠋ᠳᠣᡄ᠋᠋ᡃᢛ᠋ᢕ᠋ᡄᢄᠺ᠘᠆᠋᠋᠋᠋᠖᠘᠘ |
|---|--|
| scheduled statutory training will occur. | ᠘ᢣ᠘ᢗᠬᢣᢂᢣᢛ᠂ᡇᢕᠣᢛᡪ᠋᠋ᠴᡄ ᠭ᠋ᢩᢑᡆᡆ |
| Under those circumstances, you're | ᠕᠆᠋ᡣ᠕ᡔᢘ᠖᠆ᡩ᠖᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘ |
| correct they wouldn't have the statutory | [;] ϷϷϞͰσ [,] Ϸϳϭϫ, μ |
| training at that point in time. But they | ᡄ᠋᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘ |
| would be closely supervised by their | ᠘᠆᠋ᠳᠣᢦᡅᢦᢗ᠋᠋ᡝᡆᢣᠵ᠋᠘ᡃᠴᡗ᠋᠋᠋ᡰ᠂᠘᠈ᡄ,᠘ᡃᢞ᠙ᠵᡬ᠅ᡅ |
| supervisor and they would be dealing | |
| with those competencies that Mr. Ojah | |
| discussed and tracking that closely. It | |
| would be the responsibility then of the | |
| supervisor to make sure that that | |
| individual was scheduled for the next | |
| statutory training session that would | |
| occur. Thank you. | |
| | |
| Chairman: Thank you, Mr. MacDonald. | |
| Mr. Savikataaq. | ∆•/≪⊳ር ኈ (ጋኣ≀በJና): የਰ⊁°உ୮்• ୮՝୦ ୮୯୦. |
| in su munuq. | Γ [\] C \&bĊ ^{\$} . |
| Mr. Savikataaq: Thank you, Mr. | • |
| Chairman. Just for clarity then. Only new | ኣልᲮርናゅ (ጋኣትበJና): L'ፈ▷ጘበና, Δʰፖኆ▷ርና₀. |
| employees are working without the | ᡆ᠋ᠴᡆᢩᢨᠬᢪᠣᡏᡏᡅ᠋ᡗ᠘᠘᠕᠆᠋ᠬᠷᢣᡬᢗᡬᡃ᠋ᡥᠺᠠᡟᠮᡃ |
| mandatory training? Thank you, Mr. | ᠕᠆ᡅᢣ᠋ᡬ᠄ᢆ᠖᠘ᢣᠯ ᢗ᠘ᡃᡆ᠋ᠡ᠕᠄᠖᠋᠋ᡥ᠋ᠬᠻᠫ᠋᠌᠌ᡔᡆ᠋᠋᠘ᢞ᠘ᠺ. ᠘᠈ᡅ, |
| Chairman. | ∆ [⊾] ୵≪⊳Ċ ^ᡪ . |
| | |
| | |
| Chairman: Thank you. Mr. MacDonald. | Δ•/ペÞር ጭ (ጋኣትበJና): የਰੋਖੇ॰ਕਟੇ•. ୮୯ LﻪĆውና. |
| - | |
| Mr. MacDonald: Thank you, Mr. | LゥĊڡ Ϛ (ጋኣኦበJና): ኀሪሃ°ዺ广ካ Δካረペኦርኈ. |
| Mr. MacDonald : Thank you, Mr. Chairman. To my knowledge, the | LﻪĊ血ና (ጋኣትበJና): ፣d৮°ዺ广 ΔьሃペϷርኈ. ፣bϷትL৮°σь Δኈbዺፚታኈበና |
| Mr. MacDonald : Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the | LゥĊഛና (ጋኣትበJና): ናਰአቄዺቮ፦ Δዮፖペኦርጭ. ናዕኦትLኦቄሙ Δጭዕፈሏታጭበና ΔলኣጭርኦፖLጭዕቦላናኦናምጋና ለናኣΔቄዉሊላলዛርም |
| Mr. MacDonald : Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during | LኮĊ፞፞ዾና (ጋኣ፞ትበJና): ናdሃ°ዺ广፟፟፟፟ Δኦ፞፞፞፞፞፞፝፝ኯ፟፝ዼዾፘ፝፝ ናbዾትL፟፟፟፟፟፟፟፟፟፟፟፟፟ጜ ፟፟፟ አምትምር አምር አምም አምስት አምስት አምስት አምስት አምስት አምስት አምስት አ |
| Mr. MacDonald : Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during the annual cycle. So, it should only be | LゥĊዾና (ጋኣትበJና): የਰታ°ዺቮ፞፝፝ Δየፖሪኦር። የዕራትርታ°ው Δጭዕፈሏታኈበና Δলኣኈርዮፖር፨ዕቦናየፍታኈጋና ለናኣΔ°ዺሲላሮ-୮σ የዕኈዕዾናናና ፈናሩህΓ Δ°ቦናናσኦኖናጋΓ. ርיዲ, Δኈዕፈልታርጎኈጋና የፖላσ |
| Mr. MacDonald : Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during the annual cycle. So, it should only be new employees that do not have statutory | LゥĊዾና (ጋኣትበJና): ናਰታ°ዺቮ° Δ°ፖ«ኦኦሮ።. ናዕኦትLታ°σ° Δናቴሏፈታ።በና ΔሮኣምርኦፖLምዕቦላናቴናታ።ጋና ለናኣΔ°ዺሲላሮ-୮σ ናቴኈሪኦናና ላናፋЈΓ Δ°ቦናናσኦ«ንΓ. ር፦«, Δና።ቴፈንድኣናንሮ የረላσ Δሮ°σላናኣΔ°ዺሲላሮ°σ° ላጋΔ°ዺናቴናልኦ«°ኁቦናጋና. |
| Mr. MacDonald : Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during the annual cycle. So, it should only be new employees that do not have statutory training. So, for example, if somebody | Lሶር፞ዾና (ጋኣትበJና): ናਰታ°ዺቮ፝ ^ኈ Δ ⁶ ሥራኦር ⁶ . ናዕኦትሬታ°σ ⁶ Δ ⁶ ⁶ ዕሏን ⁶ ልርጎ ⁶ ርኦ/ሬ ⁶ ዕርላናሪ ና ሪ ⁶ ሪ ⁶ ሪ ⁶ ሪ ⁶ ሪ ⁶ ሪ ⁶ ሪ ⁶ ሪ ⁶ |
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| Mr. MacDonald: Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during the annual cycle. So, it should only be new employees that do not have statutory training. So, for example, if somebody was hired this month as a new social worker, they wouldn't at this point in time have the statutory training. As Mr. Ojah mentioned earlier, that's | L¹C¹ ² (Ͻ ¹ ¹ ² ¹): ¹ ¹ ⁴ ² ⁴ ² ⁴ |
| Mr. MacDonald: Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during the annual cycle. So, it should only be new employees that do not have statutory training. So, for example, if somebody was hired this month as a new social worker, they wouldn't at this point in time have the statutory training. As Mr. Ojah mentioned earlier, that's scheduled for October and at that point in | L¹C¹ ² ⁴ |
| Mr. MacDonald: Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during the annual cycle. So, it should only be new employees that do not have statutory training. So, for example, if somebody was hired this month as a new social worker, they wouldn't at this point in time have the statutory training. As Mr. Ojah mentioned earlier, that's scheduled for October and at that point in time, those new employees would be | L⁶Co^c (ϽϞϷηJ ^c): ⁵ dϷ ^a L ^{ib} Δν/«ϷC ⁵ . ⁵ bϷλL ^β ^a σ ^b Δ ⁵ baΔ ⁵ ⁶ η ^c Δ ^c ⁵ ⁶ CP ² L ⁵ ⁶ b ¹ d ⁵ b ⁵ ⁵ ⁵ ⁵ ⁶ ⁵ ⁶ ⁵ ⁶ ⁵ ⁶ ⁵ ⁶ ⁵ ⁶ ⁵ ⁵ ⁵ ⁶ ⁵ |
| Mr. MacDonald: Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during the annual cycle. So, it should only be new employees that do not have statutory training. So, for example, if somebody was hired this month as a new social worker, they wouldn't at this point in time have the statutory training. As Mr. Ojah mentioned earlier, that's scheduled for October and at that point in time, those new employees would be loaded onto that. Also, existing or long- | L^bC^j ^c (Ͻ ^j ^j ^k) ₁ , ⁱ d ^j ^k ^a ^{j^k} Δ ^k ^j ^k |
| Mr. MacDonald: Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during the annual cycle. So, it should only be new employees that do not have statutory training. So, for example, if somebody was hired this month as a new social worker, they wouldn't at this point in time have the statutory training. As Mr. Ojah mentioned earlier, that's scheduled for October and at that point in time, those new employees would be loaded onto that. Also, existing or long- term serving employees would have | L¹C΄Δ^C (ϽϞληυς): ⁵ d۶ ^a Δ ⁱ γ ^b Δ ^k γ ^c ^c ^k . ⁵ b ² L ³ ^c ^b ⁴ Δ ⁴ ^b ⁶ b ² Δ ⁴ ^k ⁶ ^k ² ^k ^k ² ^k ^k ² ^k ² ^k ² ^k ² ^k ² ^k ² |
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| Mr. MacDonald: Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during the annual cycle. So, it should only be new employees that do not have statutory training. So, for example, if somebody was hired this month as a new social worker, they wouldn't at this point in time have the statutory training. As Mr. Ojah mentioned earlier, that's scheduled for October and at that point in time, those new employees would be loaded onto that. Also, existing or long- term serving employees would have received that training at some point in the previous year, so if that training period | L¹C΄Δ^C (ϽϞϡΛͿϚ): ⁵ dϟ ² α, ^τ ⁶ Δ ¹ γ ² Φ ² C ⁶ . ⁵ b ² L ³ ² σ ⁴ Δ ¹ ⁶ b ² Δ ³ ⁴ ⁶ ⁴ ⁵ ⁶ C ² Δ ⁻¹ ⁴ ⁶ ⁶ C ² ⁴ ⁴ ⁴ ⁵ ⁴ ⁵ |
| Mr. MacDonald: Thank you, Mr. Chairman. To my knowledge, the employees would have to receive the statutory training at some point during the annual cycle. So, it should only be new employees that do not have statutory training. So, for example, if somebody was hired this month as a new social worker, they wouldn't at this point in time have the statutory training. As Mr. Ojah mentioned earlier, that's scheduled for October and at that point in time, those new employees would be loaded onto that. Also, existing or long- term serving employees would have received that training at some point in the | L¹C΄Δ^C (ϽϞληυς): ⁵ d۶ ^a Δ ^t Δ ^b γ ^d Δ ^b γ ^d Δ ^b γ ^b Δ ^b ^b δ ^b Δ ^b ^c Δ ^c ^c Δ ^c ^b ^c Δ ^{c^b^c^c Δ^{c^b^c^c Δ^{c^b^c^c Δ^{c^b^c^c Δ^{c^b^c^c Δ^{c^b^c^c Δ^{c^b^c^c^c Δ^{c^b^c^c^c Δ^{c^b^c^c Δ^{c^b^c^c^c Δ^{c^b^c^c^c Δ^{c^b^c^c^c^c Δ^{c^b^c^c^c^c Δ^{c^b^c^c^c^c Δ^{c^b^c^c^c^c^c Δ^{c^b^c^c^c^c^c^c Δ^{c^b^c^c^c^c^c^c^c Δ^{c^b^c^c^c^c^c^c^c^c^c^c^c^c^c}}}}}}}}}}}}}}}}}} |

| would attend the October training as well. So that's where we continue to push people through the cycle of training. Thank you. | ΔჼჼႦΔႶናłቦላੋ?በናኣጋና ΔሮኣϷႶጋና. ርኮሚናርϷჼ ΔϲϷͼታሲዎና ϷነጋኛልሲΓ Δሮ՞σďჼናውͼታჼ፥ጋጋና. ርΔLΔዛሬና ጮਰሀϲϪና ΔͼႱłϪჼͼ<ናርዎና Δሮ՞σďናσϷͼϷሚናጋጋና ΔϲϷሚናਰናጋቦና. ናਰታჼͼΓ. |
|--|---|
| Chairman: Thank you. Mr. Savikataaq. | ∆•/≪⊳ርጭ (ጋኣ̀ት∩Jና): ⁵dᢣ°உ广҆፟፟፟፟፟፟ . ୮ኑጋ ኣልbĊጭ |
| Mr. Savikataaq : Thank you, Mr. Chairman. In the 2011 Auditor General's Report, it noted that this is on training again. Some community services workers had not received their mandatory training. What system, and you explained it a bit, but what system is currently in place to ensure that no community social workers falls through the cracks and gets this mandatory training. I assume it's mandatory for a reason. It is stressful job and the more training a person has, the better they can deal with stress in whatever job they do. | \&bc'* (ϽϞϞΛͿϚ): 'd৮° ΔΓ΄ Δν/ «ϷϹ*. 2011Γ CL'*/L«σσ4%ΛϷ< Ϸσ ⁶ δ Υσ Δ.ΔΔ%CϷσ ⁶ Lς, Δς ϞϷΛϷσ ⁶ σ Δας ⁶ σ Λς λϷζ Δς Ϸ«°σσ ⁶ ν/L ⁶ νL Δς ⁶ σσ ⁴ CΔ° Δα ⁶ σ ⁶ σ. Ρ/Γ ⁶ Δσ ⁶ ς ⁶ υϷΛΓ Δσ ⁶ σ ⁴ CΔ° Δ ⁶ C ⁶ J ⁴ , ΡϽΓ ⁶ Δσ ⁶ ς ⁶ υϷΛC ⁶ δ ⁶ C ⁵ J ⁴ , ΡϽΓ ⁶ Δσ ⁶ ς ⁶ υϷΛC ⁶ δ ⁶ C ⁵ J ⁴ , Δος λ ² Γ ⁶ LϷ ⁶ ⁶ UDΔ° ⁴ δ ⁶ C ⁵ J ⁴ G ⁴ LϷ ⁶ ⁶ UDΔ° ⁴ δ ⁶ C ⁵ J ⁶ C ⁶ J ⁶ LϷ ⁶ ⁶ UDΔ° ⁴ δ ⁶ S ⁵ δ ⁶ C ⁶ J ⁶ Δσ ⁶ σ ⁴ ⁶ D ⁶ δ ⁶ C ⁶ J ⁶ Δ ⁶ ⁶ δ ² Δ ⁶ Δ ⁶ δ ⁶ D ⁶ Δ ⁶ ⁶ δ ² δ ⁶ C ⁶ ⁵ ⁶ C ⁶ ⁴ LJσ Λς ⁶ σ ⁴ ⁶ bCϷσ ⁶ ⁶ Δ ⁶ C ⁶ ⁶ ⁴ LJσ Λς ⁶ δ ⁶ Δ ⁵ δ ⁶ C ⁶ |
| Can you tell us exactly what's in place to make sure that all the social workers do get the mandatory training in a timely manner? Thank you, Mr. Chairman. Chairman : Thank you. Mr. MacDonald. | Ϸჼ៰ϷႶႶႱჼ ჼႱჿႭႠჼႱჼჂႠჼ ჃჼჼႼჄჄႾႵႦჼႾჼႱჼ ႠႾჼႠႠႱჼ ΔჿႠႭჁჼ ΔႠჼσჃჼႱႠϷჼኣΔჼฉჼႦჼႠჼႻჼჿႶ ለናኣΔჼฉႭჃႠჼႣჼ ႼႮפჼჄႾჼႶჼჂႶჼ? ჼႻჄჼႭႠჼ ΔჼჄפϷႺჼჼ. |
| Mr. MacDonald: Thank you, Mr. Chairman. I will ask Mr. Arnold to answer this, as there are some very specific details in that. Thank you. | Δ ^b / $<$ C ^{ib} (D ⁱ , PO d ^c): ⁱ d ^b a ^c ^b . Γ ⁱ C L ^b C ^{ib} . L ^b C ^{ib} (D ⁱ , PO d ^c): ⁱ d ^b a ^c ^b Δ ^b / $<$ PO d ^{ib} : d Λ α c d Γ ⁱ D d ^{ib} : PD ⁱ d ^c |
| Chairman : Thank you. Mr. Arnold, please proceed. | ∆•/≪⊳ር∙• (ጋኣኦ∩Jና): የਰ⊁°உ୮்•. ୮୯ ବਂഛና, ⊲ᡤ ьನ୵୮ና. |
| Mr. Arnold : Thank you, Mr. Chairman. Thank you for the question. There are a number of processes that we put in place to ensure that we are tracking and capturing every social worker that is in our territory, regardless of how long they've been there. We have, in headquarters, we will track this manually through our Excel spreadsheet, for | ዻ፞ዾ (ϽϤϡϘϽͿϚ): ͽϭͿϒϿϿϳͼ Δνͽϲ Δνͽϲ Δνͽϲ Δνͽϲ Δνω Δυ </td |

instance. ⊃∿۹∿C2UD⊀UJ، براي What I think, more importantly, routinely, every other week, we have teleconferences with our regional ۵۵۷۵۷۷ ۵۷۷۷ ۵۰ ۵۷۷ ۵۰ ۵۰ ۵۰ ۵۰ ۵۰ ۵۰ ۵۰ ۵۰ managers and training and the requirements of training, who needs to attend training, is explicitly discussed with our regional managers and they will مأحولك كحلهج محله والمحافظة والمحاف provide us reports as to who is in each community, at what stage they are at with $P_{P_{A}} = P_{A} =$ respect to training, so that we have, I guess, if you will, a check and balance ⊲ጋኈ<σናበJና ጋኈdርናልቦペናርቦ°σ⁵ ኄኪር₽ኦፇሇ、 that we're both directly communicating ᠂ᡃᡃᠣᡄᢗᡃ᠋ᢆ᠉ᢣ᠖᠒᠒ᡱ᠋ᠴᢗᢗ᠒᠋᠋᠂ᡬ᠕᠘᠖ with our regional managers as well as ᠈ᡃᡆ᠋ᡏᡃ᠂᠘ᡃᢞ᠙᠋ᠵᢗ᠋᠉᠂ then tracking them by use of a database or Excel spreadsheet as well. Thank you, Mr. Chairman. **Δ•/<><** Chairman: Thank you. The next name I have on my list, Member from Baker Lake, Mr. Mikkungwak. Mr. Mikkungwak (interpretation): **୮<u>۴</u> J⁴**: L'a² J⁴ A^b/ ² Thank you very much, Mr. Chairman. I ⊳-ذ₀d٩L٩۵ בם≫۲⊳כ∆٩. say 'good morning' to the people of Nunavut. άΗΦΡΛ[®]υ 16. [®]ΝΡΑΗΦ[®]Λ^e ΛΛς[®]ΗΔL^jσ First of all, I would like to ask on page 6, number 16, in relation to the OAG report, יףדר שסיב אכרעי שסשיב right at the bottom there, the last paragraph. They said that they understood that four communities have no workers of that kind: has that situation now changed? That is my first question. Thank you, Mr. Chairman. (interpretation ends) Chairman: Thank you. Mr. MacDonald. **ƥ/<><**
(כוֹקארטי): יולאיםרי. דיס גייבי. **LゥĊᠴ**< (ጋݩᲑᲘᲙႽ): ኀᲫᢣᡨᡅᡤ᠖᠘ᢐᢣ᠙ᢂᢗ᠁. ᡪᲫᢣᠲᡅᡤ᠖ Mr. MacDonald: Thank you, Mr. ላለ⁶ሀወረገና. ላለሲወላ⁶ረና Γነጋ ኦነት የኦነሮጋህ Chairman. Thank you for the question. I $\Delta \supset C^{\circ} \cap C^{\circ} \supset C^{\circ} \cap C^{\circ} \cap$ will ask Mr. Ojah to respond to the ٬q۶٫۵۲۰ specifics of where the communities are at this moment. Thank you.

| Chairman : Thank you. Mr. Ojah, please proceed. | Δ•/ペϷር· •(ጋኣትበJና): |
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| proceed. | |
| Mr. Ojah : Thank you, Mr. Chairman. I thank the Member for the question. I am pleased to report to you that, at the present time, we do not have any communities that have not had a social worker present on the ground for over a period of one year. We certainly are in transition in a couple of communities in that we are in the process of filling positions. We endeavour under most circumstances not to leave a community without an active social worker. In those cases, we would employ the services of a casual social worker. | Ϸ'Ϟ (ϽϤϡΑϽͿϚ): ͽϭͿϫϿϥϳϫϿϥϫϘϘϹͽ, ͽϭͿϫϿϥϳϫϿ Lcuc Ϸͽ ΔΛͽνδμ |
| One of the things that we have to guard against is becoming too complacent so that we actively seek to move ahead with permanency filling in situations where there are casual workers. | Δᡄ [᠊] ᡃᡉ Ϸ᠈ᡃᢣᢛ᠋᠋ᠯᢆᡣᡗᡃᢣᡕ᠋᠊᠋ᡏ᠋ᡃᢑ᠋ᡬ᠊᠋ᡷᢦ᠄ᡃᢐᠥ᠘ᡃ᠋ᡃ᠋ᢣ᠋᠅ᡥᢈ᠑ᡣ᠌᠋ᡔ ᠘᠆᠋᠋᠋ ^ᢛ ᢐᡆᡝᡃᡠᡕ᠋᠊᠋᠍ᡆ᠋᠋᠋᠋᠋᠋᠋᠋ᡳ᠆ᢤ᠋᠋᠅᠋ᢩᢑ᠅ᡁᢣᡗᠲ᠋ᢩᡔ ᢦ᠋᠋ᢥᡒ᠋᠉ᡔ᠋᠘᠄᠙ᠣᢛᡃ᠋᠋᠋᠋᠘ᡬ᠊ᠫ᠘ᡩ᠋ᠴ ᢦᡆᠳ᠋ᡊᢣ᠋ᢂᢞᢏ ᠘ᠴᡄ᠋ᠬᢣᢂᢞᡕ |
| At the present time, and just as I operate from recall, I believe the only community in the Baffin, for example, where we do not have a social worker on the ground is Grise Fiord and I believe the practice has been to serve the Grise Fiord community out of Resolute Bay. | Űฉ⊳ጚ [‰] Ϸʹ ^ϧ ϧϷͰͿϧͽϤ· ϤϹϷϟϽϤʹϞͿʹͼϳʹͽϽͽ ʹͱϼͼͼʹϿ·ΓͺϽϷϲϷͶϟ°ϫͼϲϿͼ ΔͻϲͺϞ;ϷͼϧϲϭϥͽϲͺϤϷϟϪͼϽͽͼͺϷϚͶϲϧͼϥͼ ϪϲʹͼϥϞϲϟͳϞϿͼͺϒϧͼϢͼϹϷ;ʹϿϢͼͺϤϷϞͳͼ ϪϿϲʹϭϧϥϿͼͺͼϷϷϞͼ;ͻϛͺϲ; |
| We do have a support staff in the Grise Fiord office who is in continuous contact with the fulltime social worker in Resolute Bay. Thank you, Mr. Chairman. | ᠘᠌᠋᠋᠋ᢣᢞ᠋ᡢ᠋᠋᠄᠋᠋᠔ᢄᡔᡄ᠋ᠺᢄ᠆ᡘᡄ᠋ᠺ᠆ᡘ᠋ᢆ᠆ᡘ ᢄ᠋ᡃ᠋᠋ᡦ᠖᠋᠋᠋ᡦᢄ᠆ᠴᢩᢂᡷᡃᢑᠧᠥ᠂᠋᠕᠆ᡅᢣᢛᡠ᠋ ᠘ᠴᡄ᠋ᠬᢣᢂ᠆ᠮ᠈᠋᠖ᢂᢣ᠘ᠺᠫ᠋᠋ᡏ᠂᠂ᡁᢣᡨᡅ᠋ᡤ᠈᠘᠈ᢞ᠙ᢂᡬ᠄ |
| Chairman : Thank you, Mr. Ojah. Mr. Mikkungwak. | Δ•/ペϷϹ ና• (ጋኣኦ•dና): ናਰኦ•ሷ广• Γ、ር ϷʹϞ. Γ、ር ΓΡ°•ህ⊲ኈ. |
| Mr. Mikkungwak (interpretation): Thank you, Mr. Chairman. With your response you indicated that there are four communities that have been without a permanent community social service worker for more than a year. | ୮ዮ°ኄJላኈ : L'፞፞፞፝፝ຼ L'ຼວຼັ ଏଶ [ୁ] Δ ^ϧ ୵ଉϷϹʹჼ ^ϧ . ርሏL Ϲʹ ^ͼ የϷ [;] ϞበቦϞ ϪϲͺჼႱႱና የϷ ^៲ Lና ഛϲ້ና ርናdϤ በኣLϷ ^៲ Lር ϪͽϲͺϞϹʹϐʹͺͻϤል ^ͼ ʹዮናጋና. |

Do I understand that there are a lot of factors that contribute to some of the communities not having any social service workers? Thank you, Mr. Chairman. (interpretation ends)

Chairman: Thank you, Mr. Mikkungwak. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. Just to clarify for the member, Mr. Ojah mentioned that the report had mentioned that there had been a period of time where there had been four communities where there had not been a social worker present for over a year. Mr. Ojah stated that wasn't the case now. We don't have that situation currently in the territory.

What he did say is that we do have communities where we are currently in transition. I believe Gjoa Haven was one mentioned previously. We're in the staffing process to fill that position as we speak. Just to clarify. Thank you.

Chairman: Thank you, Mr. MacDonald. Mr. Mikkungwak.

Mr. Mikkungwak (interpretation): Thank you, Mr. Chairman. I will ask my question in English. (interpretation ends) Considering the fact that there were, as noted in the auditor's report, four communities where they did not have permanent social workers, which you guys are working on, and at the same time you have a number of vacancies within the territory regarding social workers; my question here is what specific impediments are you seeing as the department to fill in these vacancies across the territory for social workers? Thank you, Mr. Chairman. ϽΡΗΔΗϷϤϲʹϷʹϿʹ·ͺϹͺͺͺͺϷϫϷϞʹϷͺͺϹͺͺϫͼϷ;϶ ΔͺͻΔϲϷ;ϹϳͼͺϤΓΗϷʹϨͼ; ΔϿϲͺϲϷͼ ΔϿϲͺϲϷͼʹͼ ΔϿϲͺϲϷϲʹͼϳͼ

Δ•/≪Þር·• (ጋኣ̇̀ኦ•d<): ናਰኦ॰ഫ广• ୮୯୦ ୮ዮ°℃ס<י. ୮୯୦ ⊾•Ćഛ<.

L⁶C΄Ω^C (ϽϞ,ϷͽϭʹϷ): ͼϭϭϫͺϹϷ ΔϷϒϘϷϹͼͽ. Ϲͼͺ ϽΡϒͺϫͼϷϒΠΓϤϷϐ·ϭϽΔ⁶ͺϫʹ·ͺͻͿ ΓʹϹ ϷϞ ϷͼϧͼϷΔΓΤζ, Ϸϭϥϫ Ϸϭͼϧ ϷͼϧͼϷϒϹ; ΔͼϿͼϹϷϒϹͼϧͼϷϷϹϿϤͼͶϲϿϤ ϽϒϹͼ Ͽͼϲͼ ΔͼϿͼϹϷϒϹͼϚϲͼ ΔͼϿͼϒϹϲͼ ΔͼϿͼϒϲϭͼ Δͼ

ᠴᡆᡄᡃᡃᢗᠻᡃᢦᢂ᠋᠉ᡃᢆᡄ᠘ᡩᠴᡃᢗᢂᠴ᠉᠆᠕ ᠺᡄ᠌ᡃ᠃᠘ᡩᠴ᠘ᢝᠧ᠊ᡏᡆ᠋ᡘᡃᡃᠫ᠍ᡁ᠋ᢗ᠘ᡃᢐᡆᢝ᠋ ᠕ᢣ᠋᠋ᡬ᠉ᢗᢂ᠘ᢩᡥᠺᡗᡗᡆ᠋ᡃ᠖ᠿᡄ ᠌᠌᠌᠌᠌ᢓ᠋ᡗᡆ᠋᠋᠋᠋ᢛᡶᡗᠺᡩ᠋ᠦᡦ᠘ᡩᡆ᠋ᢩᡄᠴ᠋᠋᠕᠂ᢅᡩᢘ᠋ᢩᡤ ᠘ᡃ᠈ᢞ᠙ᢂᢗ᠅

Δν/«ϷϹ·Ϸ (ϽϞʹϷϭϲ): ·ϭͿ϶ͼϫϹϷ ϹϒϹ ϹϷϹϫϲ. ϹʹϹ ΓΡͼ·ϞͿϤʹ·Ϸ.

Chairman: Thank the member for that question. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. I would have to say that, while I would agree that we do have impediments to filling vacant positions much like other government departments and employers across the territory, we're dealing with a very competitive labour market in which there are often skills shortages. In some cases we have situations where there are not at least readily available individuals with the requisite skills to apply and obtain that position. That is a challenge that we deal with and it's a very similar challenge of those of other occupation areas.

In terms of community specific issues, I would say that housing is probably one of the major contributing factors. If a position is not advertised with housing, that poses a problem. Or if it's an issue of the quality of the housing stock available that's another issue. Those types of issues tie into retention issues as well. If somebody feels that they are not in a quality unit they may not want to stay in that position for a long period of time. Thank you.

Chairman: Thank you, Mr. MacDonald. Mr. Mikkungwak.

Mr. Mikkungwak (interpretation): Thank you, Mr. Chairman. I used to be a social worker in the Northwest Territories government with levels such as CSSW3 and all of those levels. Are we still using those different levels or are we using a different system of classifying employees? Thank you.

Chairman: Thank you. Mr. MacDonald.

ƥ/≪⊳ርጭ (ጋኣ፞≯ෳ៤ና): ኀሪታ≏ႭႠჾ כֿ≏Ⴍ ⊲∧ኈሪጠቦႱ∿σ. Γነር L୭ር፞ഛ.

Δ•/ペÞርጭ (ጋኣኦ∩Jና): የਰአୁବୁୁୁ ୮୯୦ ୮୯୦ ୮୦୦. ୮୯୦ ୮ዮ°୰⊲%.

ΓΡ° ϞͿϤʹ·: L'ϱʹͻϤϐϷ ΔϞϟϨϷϹʹϷ. ΔϼϲͺͺϷϭϷ ΛϲͺͺϚϭϭϳʹͻϞႱ ϹΔʹϟϹϭ ϼϱϚႶϤʹϷ ႱϨϹϷϭʹϻϭ ΔϲϷϲϷʹϷͶʹͻϹ ϹϹϷϤϤ ΔϼϲͺͺϷ ΛϲͺͺϷ;ϤʹϲͺϹϷʹϷϭʹϻ ΛϞ^ͼϱϷͶϞϒͻ ϤʹϲͺϮʹϚϲϷϞϹϚ, CSSW1, CSSW2, CSSW3 ϤϞ ϧϹϷ, ϹϹϟΓϞϧ ϤϽͼϷΡϹ ΗϷϲ, ϷʹϨϫʹϨ ϤʹϲͺΓϷ ϤϽϲʹϷΛϹ ϷʹͻΓϷϲʹϷϽʹϷ ϼϥϷʹϧϲʹϷͶʹͻϹ? L'ϥ ΔϞϟϨϷϹʹϷ.

| Mr. MacDonald : Thank you, Mr. Chairman. To respond to the question we do not have a level system for social workers so that they are not rated in any way according to perhaps complexity of responsibilities. | L⁶Co^c (ϽϞληυς): ⁶ dμ ⁶ αΓ ⁶ Δ ⁶ ν αναρού ΡΡΓαρ ⁶ α ⁶⁶ Ͻ ⁶ υ CΔL ⁶ αΔσ ⁶ υν ⁶⁶ C ⁶⁶ ⁶ Δοσαλο ^c C ⁶ 9 ⁶ α ³ α ³ άνν ⁶⁶ ν ⁶⁶ C ⁷ ⁶ bo ⁵⁶ αν ⁶⁶ ΥΠΓ ¹ L ⁶ UC Λ ³ νη ⁶⁶ ³ ⁶ σ ⁴⁶ ⁶ ΥΠΓ ¹ Δ ¹ C ⁶ ⁶ ⁶ ⁶ ⁶ ⁶ ⁶ ⁶ ⁵ ¹ Λσα ⁴⁶ να ⁵ να ⁴ ⁶ ⁶ ⁶ ⁶ ⁶ ⁶ ⁵ ¹ αC ⁶ Γ ⁴ Γ ⁶ Δσ ⁶ σ ⁴ σ ⁶ ⁶ ⁶ ⁶ ⁶ ⁶ |
|---|--|
| Our social workers are what we would refer to as generalists. Although I would say that within the performance evaluation process and within the salary evaluation process when individuals are hired we do recognize individuals with perhaps higher levels of credentials, higher levels of experience. Formally speaking you wouldn't see a position referred to on an organizational chart as Community Social Services worker one or two or three. Thank you. | Λϲͺͺσͺͺ៸ͺͺͺͰϧͺϧͺϧͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺ Ϸͺϼ;;ϧͺͺ ΔͼϷͽϧ;;ͺ ΔͼϷͻͺϫ; ΔͼϧϤͺϫͺ Δ. ΑϲϧϤͺϫ. ΔϲϧϤͺϫ. ΔϲϧϤ Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. |
| Chairman : Thank you for that response. Mr. Mikkungwak. | Δ•/ペϷϹ· • (ጋኣትበJ ^ϲ): የժታ°உ广ካ Γነር Lካር፞ዾና. Γነር ΓΡ°ъህ⊲ኈ. |
| Mr. Mikkungwak (interpretation): Thank you, Mr. Chairman. I would like to thank the government representative for answering my question. | ୮Pª᠂ᢣᠨৰᠬᡃ ᠄᠘᠈ᢅᡄ᠆ᠴᢦ᠌ᠺ᠌᠌᠈᠘ᢣᠡ᠙Ϸᢗ᠅᠂ᢂᡃ᠘ᠴ ᠘᠔᠋᠋᠋᠋᠋ᡬ᠉ᢏ᠋ᢖ᠙ᢂ᠈ᢣᢅ᠕ᡣᡃᢣᢅᠴᢩ᠙ |
| One of my colleagues asked a question about the training aspects for the social services workers. They were making reference to the mandatory training that is required. This was discussed today and yesterday. Mandatory training is required by all social service workers. We also have to include the Inuit societal values training. During one of your responses, you | CΔL LCUCP®DBBC9L 4Λ%/%CCPLC ΔC°σ4σP4 ΓΝΔ ΔοσαλΡ49. CL94 Λλα466C29LC ΔοσαλΡ4 Ρ46Ο4% Δε%ΠĴ66C29LC Δ<<%5 Ρ6556HPC CL2 22%7C396C29LC Δ<%5 Ρ6556HPC CL2 22%7C396C29LC Δσ6σ4σ% Λλα466C24LC 4L2CP Ρ2 Λλα66C24LC 4L2CP Ρ2 Λλα66C276C29LC 22%7C27 ΔοΔ Λμαργ46 Δερ602σ%7C23, ΔLCCP% Δσ6σ4σ66σ4ΓLC 22%7C20 4L2CP% Ρ46Ο4% ΡΡ6C%7C206 L94 ΛΠ%6σ 5%P0ασ% Δ6662Δ8°26 HP2F |
| indicated that they go through the courts when they're going to be apprehending a child. This request has to be in writing. | Λ ^ϧ ϞՈˤᲮჼℍϷℍϪͺϤʹͽϞʹͽϲʹͼϲʹͰͺ·ͺϳϚϒͺϼϹʹͽϸϹͽ ΔϲͺϹͻϭͽͺϤͼͱ;ͽͱϭϭϥϲϘϚϒͺͺͶͶͼͽͼϹϷʹͽ ϥʹͽϷϲͿϲϤϥϭϥͼϷϲϹ |
| What kind of mandatory training is required by the social service worker in | ᢗ᠋᠋᠘ᡃᠣᠡᠯ᠋᠂ᡩᡄᡤᢆᢛ᠋᠋᠋᠆ᡦᢐᢂᢣ᠋᠘ᢗ᠘᠆ᡨᠣᡏᡃ᠋ᢐ᠋᠅ᡣᡄ᠘ᢞᡆ ᡰ᠘ᠬ᠋ᡃ᠋᠋᠋ᡌ᠋᠉ᡃᡘᢡ᠆ᡄ᠊ᠯᡇ᠋᠋᠋᠋ᠮᡃ᠋ᢧ᠖᠋᠋ ᠘᠆᠋ᡨᡆ᠋᠋᠋᠋᠋᠋ᢁ᠆ᠳ᠋᠋ᢄ᠋ᡶ᠅ᢆᡶᢗ᠘ᠴᡄ᠋᠋ᠬᢣᢂᢞᡗ᠋ᠴᡆᢩ᠀᠋ᡗ |

| this regard? Thank you, Mr. Chairman. | ⊲∧ኈd∩Րペና. L'o_ Δኁ⁄ペ⊳ር፞ኈ. |
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| Chairman: Thank you to the member. Mr. MacDonald. | Δﻪ/ペϷር· Ϸ(ϽϞϷႶͿϲ)։ ·d৮°Ⴍ广Ϸ. Γ ^៶ Ϲ LϷĊ͵ϼϚ. |
| Mr. MacDonald : Thank you, Mr. Chairman. I would like to ask Mr. Ojah to respond to that question. | L^ϧϹʹ_ϼ· (ጋኣኦበJና): ፣dሃ°ዉ广 ΔνረペϷር [·] ው. Ϸዉ Γ ዾ [,] ኦ ዖϷ [;] dσ⊲ናካd. |
| Chairman : Thank you. Mr. Ojah, please | Δ•/«Þር ᠬ• (ጋኣትበJና): ^ና dታ°உ广፞ ^ኈ . Γነር Ϸ [;] ϧ. |
| proceed. Mr. Ojah : Thank you, Mr. Chairman and I thank the member for the question. At the present time. Mr. Chairman, may I asked that the question be reissued? | Ϸ·ϧ (ϽϞϞႶͿͼ): ·ͼͿϧͼϫϹϷͼϪͼϒϘϷϹͼͼͺͺͼϥϧͼϫϲ ϷͶϹϞͺϤϒͶ·Ͱϲ;ͺϹͼϭϷϫͼ····ͺϘϧϞϭϷϹͼͼ ϤϒͼͼϥͶϧϷϲͼͺϷͼϷͼϲϹͼϷͼϫϲϧͼϲͳͼϳϲͼ; |
| asked that the question be reissued? | ∆⊳୵⋞⋗⊂ ⊷ (Ͻ ^ϳ ៶≻∩J ^ϲ):୮ ^៶ Ϲ ୮ℙ ^ឩ ∿J⊲ ^₅ ₀. |
| Chairman; Mr. Mikkungwak Mr. Mikkunwak: I'll rephrase my question (interpretation) I'm going to ask it in English. (interpretation ends). The line of questioning we've been doing and the forthcoming answers makes it very clear that statutory training is mandatory for all social workers across Nunavut and that's a training set unto itself. The other one that is now included for social workers whether they are casual, relief, or permanent social workers is Inuit societal values which is now another training set in order to perform | ΓΡ°*J4 ^Φ (ϽϞληJ ^C): ¹ d ⁺ °a [†] Δ ⁺ /«ϷC ^Φ . Ϸ ⁵ b ₁ d ⁴ ηd ⁶ σ ⁴) d ⁵ d ⁴ ηd ⁴ . ¹ b ² j ² d ⁴ σ ⁴ ³ ² . ¹ d ⁴ ² ³ ⁴ . ¹ d ⁴ ² ³ ⁴ . ¹ d ⁴ ² ⁴ . ¹ d ⁴ ⁴ . ¹ d |
| their duties. As indicated earlier in a question from one of my colleagues and the provided answer is that there is another training set provided to ensure that legal and proper documentation is presented when apprehending a child to court services. When I look at those three, in my opinion, they all have their own training incentives. Is that a hierarchy or a training module you are developing for social workers as time passes in | Ρ/ Δσ ΔΔ <<, Ρ το Κολογορογίας, Ρ το Κολογορογίας, Ρ το Κολογορογίας, Γου Καλαρογίας, Γαραγίας, |

| Nunavut? | |
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| Chairman : Thank you Mr. Mikkungwak. Mr. Ojah, is that clarified for you? | Δ•/ኆϷϹ· Ϸ(ጋኣትበJና): ነሪታቄሏ፫Ϸ Γיጋ Γዖ፝ጜህላኈ. Γነጋ Ϸንት ርLቄሏ ጋዮረፈኈረኆ? |
| Mr. Ojah; is that charned for you? Mr. Ojah: Yes thank you Mr. Chairman and thank you again for the reinterpretation from the member. As we've indicated statutory training is mandatory and is the point to which all social workers must move in all jurisdictions in Canada in order to practise child protection work. One must receive from the jurisdiction an appointment and the status of an appointment indicates, as I may have mentioned yesterday, the level of acceptable competence in order to deliver effective and appropriate services to consumers of those services. | Ϸνν (ϽϞϷΛͿϚ): Δ΄, ·ϭͿϒͽͺϹϷ Δν/ϘϷϹ·Ϸ. ·ϭͿϒͽͺϹϷʹͻϷϚͽϧͺϤϤϤϷϷͼϚͽϷϷ. ϷϚϧϲϷϚϚ ΔϲͼσϤϚΔͽϥͺϤϷϷͼϚͼϿͼ ΛϚϞΔͽϥͺϤͼϧ; ϤͰϲϹϷϚ ϹͰͱϹϲͺϷͽ ΔϿϲͺϲϷϷ; ΛΓϤͽϷϿσͱ; Ϥ;ϧϷͼϲϹϷ ϤϗϲϽͼϧϽϲϲϲϲ ΔͼͻϲϫϿϲ Γι Λε Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ |
| As I indicated in Nunavut we have, upon the advice of the Auditor General, improved our core statutory training program to include several key areas that we believe are essential in preparing staff to effectively deliver the services. The Inuit societal values was certainly one area of significance that was not incorporated in the past and so over the course of the last two years we have drawn upon the advice and input of our colleagues at Culture and Heritage and upon elders in our communities to advise us on how best we could embed Inuit societal values into the heart of the training manual. That is one of the eight key pillars, as I mentioned earlier, that are focused upon in the course of training and moving staff to appointment. Some of the others would be knowledge of legislation, knowledge of policies and procedures, legal training, and we did touch upon this part which is a significant part of a child protection worker's role. | ϷʹϐϲͺϷϚͺL, ϿϥϿϷʹΓ σͺͺϷϚϽͿϚ ϷʹϐϷʹϞϷϟͺLϭ·ϚηͺͿϚ ϹϤͺϾϟϟϫϭϭͼϦͺͿϚ ΛʹϐϲʹϲͼϟͺLʹ϶ϿϚ, ΔϲʹͼϲϭϭͼͺϹϷϚϫͼͺϤϲϭͼϷ, Δεφα, Δ. ΛʹϐϲʹϲͼϥϲϿ, Δ. Λ΄ϷϒϤ;ϐϲͺϲͺϿͺΔ, ϒ. Λ΄ϷϒϤ;ϐϲͺϲͺϿ, Δ, ϒ. Λ΄Ϸϒ, Δ΄ Δ, Δ. Α΄ Δ. Α΄ Δ, Δ. Α΄ Δ, Δ. Α΄ Δ, Δ. Α΄ Δ. |

We do spend a great deal of time in working with staff, especially new staff, in preparing for the legal process. We, luckily, over the couple of years have engaged the services of a well know legal firm in the area of child welfare and they have been assisting us greatly in the preparation of court documents and in the actual presentation to the court system in assistance to the social workers. It's both an assist as well as a continuing training emphasis. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Ojah. Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Chairman. Follow up to that, my question would be is when we discuss training for all social workers across the territory, when we look at Nunavut Arctic College Human Services training program and when you look at that training program I'm assuming that you guys have consulted with Nunavut Arctic College to meet the needs of social workers training to be acceptable in the territory and to provide that service. For individuals that have taken that Human Services training through Nunavut Arctic College; is that meeting your needs as a department and to fill in the vacancies that you currently have in the territory? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Mikkungwak. I believe you touched upon that a little bit yesterday, but if you could expand on that, Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. Thanks for the question as well from the member. As mentioned yesterday, the most recent graduating class from the Nunavut Arctic College had nine individuals and four of those **Δ•/ペÞርኁ•** (ጋኣኦ•d^ς): ^ናdታ°α广• Γ'C Ϸʹϧ. Γ[']C Γρ°°ህ⊲ና•.

Δ•/ペϷር^ና (ጋኣኦ•dና): ናਰኦ°ഫ广 Γ'ር ΓΡ°°ህ⊲^ና. ርΔL°ዉ Γ'ር L°Ċϼና ϷናႦኪ⊲ჼႦ°σϲϷၬΓͽϷና Δ<<ኈኣኈ ϷናႦϲϷʹͽϹϚ_ጋ⊲በና. .

L⁶ĊΔ⁶ (ϽϞϷϭϤ): ʹϭͿϷͼϥϮͽ ΔͼϒϘϷϹʹͽ ϤΛʹͽϭͿϹϷϷ;Ϥ. ϹΔL ΔͼϚʹϞϚͽ ϷʹͽϲϲϷႱϏ L^ααϞʹϞͿϲϷͽϿʹͽ Δϲ^ͼσϭͿϚϼϲϷ^LLC ϒϲͼϽʹͽϞʹϐϗͱΓ ΔϼϲʹϲϭϲͿʹͼ Δϲ^ͼϭϭϲϷʹͽϽͼ 9-ʹϞͿ;ͼʹͺϲͽϭϥ Ϲϧϲͻ ΔͼͽϭαϷʹͽϹϲϷͼϟϹϽͼ.

| were hired by our department. | |
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| were fined by our department. | |
| As with all Nunavut Arctic College programs we support their programs and their efforts to develop training and education within the territory. For us, that is preferable both for the students as well as for ourselves to develop a local skilled work force which is a better option in the long run for a sustainable workforce for the department than continually having to recruit elsewhere and compete with other provinces and territories for their workers which is increasingly difficult, by the way. | ርΔL ΔbϞͽϽΔናብላͽͺͻϹ Ϲͼϭϭͺϧ Δϲ·ͼϭϤͽ<νϽͼ ϹĹϭ ϼϥʹͽΓ, Ϫ, ϹΔLͼϥ ΛϲͺͺϞϹ;ϷͿϭͽϞϷυϲ Δϲ·ͼϭϤͽϹͼͽϽͼ ϼϥʹͼϫͼϫ Ϥ;Ϥϭͼ ͽϥϲϷ; ΔαϲϷ; Δα |
| In terms of the overhaul or the renewal of that program, we have been working with Nunavut Arctic College as one of the employers that graduates of that program would be expected to receive or be expected to link to. We have a stake in ensuring that those individuals receive the training that we need and that they would need to be successful within our organization. | ርLΔበJና ርL็ช4 ወር፝ [®] ህ፝ [®] በርኦ/Lσኪን [®] ቦ ഛ୭୮ ሃድናጋጮኣኛልነው ለሮኪቴክበየ/Lሃ [®] ንና ለሮኪኦርሲኦኦσዻ [®] ጋናጋ Δሮ [®] σዻ [®] ሃደናሃላኪላናႦካር ለሮኪኦርሲσላዖናበJና. |
| There have been to date, I believe, two committee meetings and a number of phone calls where staff from our department and others as well, such as Justice I believe, have participated with Nunavut Arctic College staff to redesign that program to ensure that the individual courses and the subject matter and the competencies that students would take and the competencies that they would be expected to learn, that they would be covered in the course material. So that when they were hired by our department, for example, they would have the skills necessary to act as entry level individuals starting their careers. Thank you. | ϷϞ/σϤ [™] < Δυστηλυθ [™] L ¹ Δ ¹ |
| Chairman : Thank you, Mr. MacDonald. Mr. Mikkungwak. | |

Mr. Mikkungwak: Thank you, Mr. Chairman. Thank you for the answers. My question will now defer to the Auditor General.

When we look at the level of training that is possibly offered in the territory and which is offered in the territory for social workers here in Nunavut, and Nunavut being very unique in social service delivery; my question now to the Auditor General would be when you have listened to all the responses in the line of questioning regarding training for social workers across the territory, is what would you consider best practice standards and scope of practice within Nunavut and would you consider that a certified level of training? If they do pass all the training, would you consider that to be an accredited and certified service? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Mikkungwak. Assistant Auditor General of Canada Mr. Campbell.

Mr. Campbell: Thank you, Mr. Chairman. Those questions are never easy. We are not an accrediting organization. We don't have the expertise or the capacity to decide what makes up a certified social worker. I think that that's the department's job and they can certainly look at what other requirements there are in Canada, and perhaps elsewhere.

So, that's their job. Our job as auditors is to look at what they are supposed to be doing in terms of training and determine whether they have done it or not. I'm just not quite sure where the question and answer went. There were several questions on whether or not management **୮ዮ°ኄͿ⊲ʹ·**ͽ(ϽϞʹϷͽϤ·); ʹͼͿϒ°ͺϼͺϹʹͽͺϪͽϒϘϷϹʹͽ ϤͰͺϽ·ϹϷʹͽͺʹͼͿϒ°ͺϼ·ϲʹϷͺϷϷͻϒϷϚϒϤϚͺͺͺͺϹʹͼ ϤΛʹͽͼͿͶϹͽϐ·ϭ·ͼϭϤ·ϹϧϚͼϹϷʹͽͺͺϒϞϤϚͽϧͽ ϹͱͺϹͽϒͺϹͺϞͼϒϷʹͽͶ;ϞʹϤͽϐ·ϼϚ

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CΔL Λ~~~4⁶b⁴LC U«L^bd⁶ CΔL^aα α_α^bdC⁶b⁶^bDσ^b, ΔLΔ^cDσ^b Λ~~~^λC^d~⁴^b. ⁶b²L^a⁶⁶^aC¹D² ⁶Dσ^b Δ~^aσ⁴⁶DCP²A⁶b⁶σ⁴⁶⁷, Λ~⁴L^b⁴⁶DCP²A⁶b⁶σ⁴⁶² Δσ~²c³. ⁶b²L²C²C⁴C³b⁶, ⁶b²L²C⁴C⁴C⁴C⁴b⁶ 4Λ⁶dD²D⁵b⁶C²D⁵b⁶b²D²d⁶LC C⁶b⁴

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| knows that everyone who is supposed to receive mandatory training has actually received it in a timely fashion. | ∆ᅳ°ᠣ⊲™∩ር⋗Ր⊲Ⴊ™ጋႫ ^ϧ Δᄔዄ Ċ°ዹ ∩∩™Ⴆℾષ 34-୮ Ċ°ዹ |
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| I just want to, perhaps draw Members' attention to paragraph 34 in our report. Certainly, when we did our audit, we were not able to assess whether or not the training had been achieved in a timely fashion. Not only that, we were provided with a list of people who had received training, but we weren't able to determine whether or not everyone, all of the social workers, had received the training. So we weren't 100% certain in terms of whether everyone had received the training. | Δ-L'O C & THINGO' 34-1 C & SDAPP4%CD4%CD4%A%D9%. SDAASTO CAL%A Δ-°σ4\$σ+L6A45J4%L 44L3 Δ-°σ4%+L4σ* ΠΛ%+σ4CD5J46 Λ4°A%+CD8%P°ACC CLbdσ%U-L% ΔΔ-ΓΛΑJ6Cσ* Δ-°σ4%+L4%UC. 100 >5 SDAAC20 SDAAC |
| To come back to the question, we're not a certified body. But it should be clear within the territory of what the rules are, and then as auditors we would determine whether or not those rules were followed. Thank you, Mr. Chairman. | ር፟ዮ፞ዹ ዻለ ^ኈ ፅበቦታኦ⊰ኈ ኦペሀና ዹጔዺሏ [▶] ፅርናኮ ^ኈ ዮዮዺናር ናኦኦኦርቦላናኮኈጋና, ናኦፚኈ ፚ፝፝፝፝፝፝ፚኇ፟፝፝፝፝፝፝ፚኯ፟ኯ፟፟፟፝፝ ፚዮኇ፟፟፝፝፝፟ኇኯ፟፝፝፝ ፚ [▶] ፞፞፝፝፝፝፝፝፝፝፝፝ ዾ [▶] ፞፝፟፝፝፝፝፝፝፝ |
| Chairman : Thank you, Mr. Campbell. Mr. Mikkungwak. | Δ▷/≪ϷϹናኈ (ጋኣት∩Jና): ናਰ⊁≏Ⴍ广ϧ, ୮୯୦ Ⴆ⊦>፦. ୮୯୦ ୮ዖ°℃J⊲ናᢑ. |
| Mr. Mikkungwak : Thank you, Mr. Chairman and thank the Assistant Auditor General for his response. I will ask the government now, again, the department; when we look at best practice standards in the department to provide quality services to the children of Nunavut and to families in Nunavut. | ΓΡ°ϞͿϤʹ· (ϽʹϞϷϹͿϤ): ʹϭͿϧʹϿϹϳϷ, ΔϷϒϘϷϹʹϷ. ʹϭͿϧʹϿͺϹʹϷϤ ϹͱͺϹͼϒϲ ϤϒϧϲͿϫͼϧϒϷϹͿ;;ϤͼϧͼʹϧϹͼͻϽͼ ϷϷ;;ϤϹͿϧϧ Ϥϒϧϲϭϥͼϧϲϗ ϲϗϲϼ ϹϷϽͼϽϲͼ Δϲϲϫϧϐͼϲ Δϲ Δϲϲ Δϲ Δϲ; |
| Have you reviewed the workload standards for social workers across the territory? Have you also looked at other jurisdictions in Canada? Any models do we have an established best practice model now within the territory? Thank you, Mr. Chairman. | ^{\$} ΡΓ ^{\$} Ρረሬፈንዮ ለፍሊላሲ ^{\$} b ^{\$} C ^{\$} ዮ Δοςሲ ^{\$} Δαዎጋ ^{\$} ĊΓ, ϤϤጋ ^{\$} PΓ ^{\$} Ρረሬፈንዮ ላፖ ^{\$} ዮ ΔασΡ ⁴ ^{\$} bαCΓ, ^μ ^{\$} Ϸ ^{\$} ΟΛΓ ^{\$} Ρ ⁴ α ^{\$} Ο ^{\$} Δσ ^{\$} Υ ^{\$} Δ ^{\$} 4bPč ^{\$} d ^{\$} . CΔL ^{\$} α Δα ^{\$} ^{\$} Γ Λσ ^{\$} ^{\$} D ^{\$} α ^{\$} d ^{\$} Δ ² . ^{\$} d ^{\$} ^{\$} α ^{\$} , Δ ^{\$} V ^{\$} Φ ^{\$} . |
| Chairman : I thank the Member. Mr. MacDonald. | Δ•/≪ϷϹ· • (ጋኣ̀ት∩Jና): የਰ⊁°Ⴍ广ჼ, Ხ∩LትϷ⊀ჼჼ. ୮՝Ϲ LჼĊ⊿ና. |

| Mr. MacDonald : Thank you, Mr. Chairman. Thank you for the question. In terms of best practices or standards, it's a really good question. Nunavut currently doesn't have an organization similar to what you would see in Ontario, for example a college of social work or an association of social work. So there's not an outside government regulatory body overseeing social work practice within the territory. | L'ĊΔ' (ϽϞληͿና): ¹ 3/5° Δ [†] , Δ [†] /«ϷĊ [*] , 4 ⁺ L. ¹ 3/5° Δ [†] [*] < ¹ 5° Δ [†] [*] [*] , ¹ 5° Δ [†] [*] [*] , ¹ 5° Δ [±] , ¹ 5 |
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| So, the Office of the Auditor General was very correct when he stated that it's really up to the department to make determinations about what our satisfactory standards for practice. | ᠘᠆᠋᠋᠋᠋ᢛᡃᠳ᠘ᢣᢄ᠋ᠮᢄ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| In the case of Nunavut, in terms of practice standards, we have looked at other jurisdictions, as we always do. In fact, our department participated in a social work meeting in Calgary not a week ago and discussed issues similar to these at that meeting. It was interesting, particularly for me, without having a background in that area, to learn that other jurisdictions are struggling with these same types of questions. How do you define issues such as a terminology like neglect, for example. So, having these standards is very important for us and that's something that was made very clear in the audit. | ΔϲϷϲϷ ^ͽ >Ϳʹͻ ϷϘͿʹ Δϼϲͺϭ·ʹͿʹ ϧΩͰͶ·ͻϒ ϳ ϧʹͿͺϷϚ ͺΔϲ ³ Δ |
| I think going forward, we have to struggle with a means of analyzing our work, the type of work that our employees do, and coming up with acceptable caseload standards, for example. | ^ᡪ ២ᠫ᠋᠋᠋ᠫ᠆᠕᠆᠋ᠧ᠋ᡘᡃ᠖ᡃᢗ᠋᠋ᡗ᠋᠋ᢩ᠆ᡧ᠋ᠥᢄ ᠆᠋᠃ᠴ᠋᠌᠌᠌᠌᠆᠙ᢣ᠋ᡔᠺᠻ |
| So, to answer your question, I think there's a lot of work that needs to be done in that area. Yes, we have looked at | ᡣᡄ᠋ᠬᡃᡉ ^ᡄ ᠣᡅ᠋᠊᠋ᡏᡃᢑᡃᠴᢗ᠘᠋᠆ᢣ᠈ᡝᠴ ᡆ᠋ᢉ᠉ᡃᡆ᠋ᠬ᠋ᡗᢣ᠉ᠺᡃ᠋,᠂ᡆᠡ᠋ᢝᡥ᠋᠆ᡦ᠆ᠴ᠂ᠴᡆᡄ᠌᠌᠌ᠵᢣᢦ᠉ ᠋᠋᠋ᢐᠦᢣᡗᡏᢦ᠋᠋᠋ᠶ᠋ᡄ.᠂ᡃᡆᡃᢞᡆ᠋᠋ᡏᡃ,᠘ᡃᡟ᠙ᡐ᠋᠋ᡬ᠅ |

| what other jurisdictions are doing. Thank | |
|--|--|
| you. | |
| | Δ•/«Þር •• (ጋኣትበJና): ናਰਮਿਕਟਾਂ Γ'ር ሬካርውና. |
| Chaurman : Thank you, Mr. MacDonald. | ୮ ^៶ ୦ ୮၉ [ୢ] ୰୶ [ୢ] |
| Mr. Mikkungwak. | ୮P°∿J⊲∿ : L'ଦ୍-⊃ଏ&ା ∆೪૮୯⊳୯୯ା. L°⊄⊳⊀୮ካ |
| | AC-697(1) 2010 2010 2010 2010 2010 2010 2010 20 |
| Mr. Mikkungwak (interpretation): | ፈ ⁻ ርግሮ የተገለ የ መንግ ወደረ ተ እር ሀ ተ ጋ! |
| Thank you very much, Mr. Chairman. | |
| (interpretation ends) So, currently, if we don't have best practice standards in the | |
| territory, whose standards are we | |
| adapting to right now? Thank you, Mr. | |
| Chairman. | |
| | Δ•/«Þር •• (ጋኣኦቴሪ): 'ሪሃ°ឧ广். ୮୯ LьĊጔና. |
| Chairman: Thank you. Mr. MacDonald. | ୮₽°∿J⊲ናゅ (ϽϞ͵ϷͽͿϲ): ·ϭͿϧ∝ϥͺϳ·ͽͺͺϪͽϟ≪ϷϹϳͼϧ |
| | $P = \mathbf{J} = J$ |
| Mr. MacDonald : Thank you, Mr. | |
| Chairman. Just a moment please. | |
| Thank you and sorry for the interruption. | ᠄ᡃ᠋ᡰᢞᡆ᠋ᡤᡃ᠋ᢛ᠘ᡏᡏᡆᢩᢈᢂ᠋ᠴᢀ᠋᠋᠋᠄᠂᠘ᢞᡆ᠋᠘᠖᠘᠋ᢧ᠕᠉᠋ᠫᠶ᠘᠙᠖᠘᠉᠙ᠺ |
| I just wanted to make sure I was clear. | ᠴ᠋ᢩᠳᡗ᠊ᢂ᠆ᢂ᠅᠋ᡗᡄ᠋᠕᠆᠃᠕᠆᠃ |
| We follow the Northwest Territories' | ᠘᠆᠋ᡃᡉᢗ᠋᠋᠅ᢗᢁᠺ᠘ᢩ᠂ᡄ᠈ᡬ᠋ᡗ᠅᠘᠋᠌ᢂ᠋᠉ |
| standards currently. But I want to be clear | |
| that there is no golden standard per se. | ႱペĽᡃᡆᡃᡳᡣᡄ᠋ᢅ᠋ᡔ᠔᠆᠋᠋᠋᠅ᠳ᠘᠆᠅ᠳ᠘᠆ᡘ᠉ᡩᡄ ᠈ᢅᡆᢣ᠌ᢁ᠋ᡄ᠋ᡝ᠘᠋᠋ᢣᡗ᠙ᢂᡬ᠅ |
| other jurisdictions do struggle with some | |
| of these questions as well. But in terms of | |
| our practice we follow the Northwest | |
| Territories. Thank you. | |
| | Δﻪ/ペϷርና Ϸ (ጋኣኦቃሪን: ኀሪሃኖሏ፫፦ ୮ኅር L୭ርଁഛና. ୮ኅር |
| Chairman: Thank you. Mr. | ୮₽°ୁଏ⊲ଋ. |
| Mikkungwak. | |
| Mr. Mikkungwak: Thank you, Mr. | |
| Chairman. How best can I say this? | ᠈ᡃ᠋ᡖᢧ᠙ᡏ᠋᠉᠂ᢄ᠈ᡩ᠘᠆᠅᠆᠆᠅᠆᠆᠅᠆᠆᠅᠆᠆᠅᠆᠆᠅᠆᠅᠆᠅᠆᠅ |
| When we look at best practice standards | LCLARPETER 2010 100 100 100 100 100 100 100 100 10 |
| and if we're going to provide quality | |
| service to the people of Nunavut I think | |
| we should as a territory have established | ٩٥٦٢٥ حەتى كەنچە. كەھ مىمەر مەدەمە |
| a best practice standard considering the | ႱペĽᡃᢦᠯ ^ᡅ ᡥᠣ ᠘᠆᠋᠋᠋᠋᠋᠋᠋᠆ᡬᡃᢦᡶ᠘᠂᠋ᢑᡄᢄ᠋ |
| fact, as you will recall yesterday and with | ᢗᡃ᠙᠋ᠣ ᡣ᠋᠋ᡣ᠋᠋ᡪᢛᢣ᠘ᢞ ᠘ᡃᠵ᠋᠅᠋ᢣ᠅᠖ᢗᡆᡣᢗᠵ᠋ᡄᢂ᠘ᢗ |
| the responses that I'm receiving this | ᠔ᡣ᠘ᢣᢄ᠈ᠳ᠕᠖᠕᠄᠕᠖ᠳ᠘᠖᠘᠘ |
| morning, that right now we are using best | |
| practice standards from the NWT. In | |
| some of your documentation as noted | |
| yesterday, one of my colleagues had asked about the United Kingdom | |
| asked about the Onited Kingdom | ୦୧୦°ସଂସ୍ୟୁର ୧୦୦୦ ଅନ୍ୟୁର ଅନ୍ |
| government and then way on top of that, earlier I did ask questions about a training model for all staff across the territory one of which includes and in my opinion is a positive movement, Inuit | Δሮ°σላኘውናር፦ጋσ፦ ዾዺጵፑ Δዾሮኪኦኦσ⊦፝፞፞፞ ሮ፦dላ Δረኪቦ፦ታሪና ርL°ዉ ለኆናርንርኦናበላ፦ጋና ሮ፦dላ ላጋ፦ርኦኆ፝፝ኈንና ላይኦ፝፝፝፞፞ጜ፟ጚና Δዾፚና ለ፦dረጋናьጐቦና Lሮናኦናናጋቦና. |
|--|---|
| societal values. On top of that you will also have to consider supplemental training for additional issues that do surface for families in the territory whether it be physical abuse as my colleague indicated yesterday, or suicide. There are a lot of issues in addition. When do we foresee, if I may ask, when do we foresee possibly a set of best practice standards within the territory? Thank you, Mr. Chairman. | ⁵ |
| Chairman : I think that is a very good question from the Member from Baker Lake. This has been ongoing since 2011, the initial report. Mr. MacDonald. | Δ^ϧ/«ϷϹ· Ϸ(ϽϞϷͽϭ·):Ϲ ^ͼ ϫͺϤΛ·ͽϥϹϚϘ ·ͽͰϭ·ϽϤΓ Ͱϲ·ϲϷʹͽͶϷϞͿ· ϹͰͼϫ ΛϲʹϲϤϲϷϷϟͰϲ·Ͱϲ ϹΔͰͼͽϧϭͺ2011-Γ. ΓʹϹ ͰͼϳϿͼ |
| Mr. MacDonald : Thank you, Mr. Chairman. I agree that is a wonderful question. I think the lack of a benchmark or a clear definition of standards has been identified. I did want to clarify a little bit that we do attempt to work within some sort of frame of reference when it comes to social work practice in the territory. Information comes into the department from organizations like the Child Welfare League of Canada, staff conduct research, they talk to other provincial and territorial jurisdictions about practice and of course there is also administrative data and information that works its way | L⁶C^Δ ^C (Ͻ ¹ ⁴ λ ⁶ d ^C ¹): ¹ ⁶ d ² Δ ¹ ⁴ Q ² C ¹ , ¹ ΔΛ ¹ ⁶ d ¹ C ⁴ Q ² A ⁴ ⁶ D ¹ ⁶ ΛC ¹ ⁶ b ⁴ C ⁴ ⁶ D ¹ ⁶ Λ ² ⁴ C ⁴ ⁶ D ¹ ⁶ Δ ² ⁶ D ¹ ⁶ Λ ² ⁴ C ⁴ ⁶ D ² ⁶ C ¹ ² C ⁴ D ² ⁴ C ⁴ ⁶ D ² ⁴ C ⁴ ⁶ D ² ⁴ C ⁴ ⁴ ⁵ D ² ⁶ D ² ⁶ Δ ² ⁶ D ² ⁴ ⁴ ⁴ ⁵ D ² ⁶ C ¹ ⁴ C ⁴ C ⁴ ⁴ D ² ⁴ ⁵ D ² ⁶ ¹ ⁴ D ² ⁴ ⁵ D ⁴ ⁴ ⁵ D ⁴ ⁴ ⁵ D ⁴ ⁴ ⁵ D ⁴ D ⁴ ⁵ D ⁴ |
| through the system. There are decisions made about programming and service delivery with that operating within the background. That's a bit of a context piece there. | √ኈ፟፟ቝ፞፞፞፞፞ᢣፘÞ፞፞፝፝፝ כ∆L∆ᠫᡄᠬᠦ᠌Þᢣ᠋ᠮ. ᢗ᠘ᢩ᠋ᡝ᠂ᢆᠫ₽Ċ᠅ᡣᠾᢝᢗᡪ ᢗ᠍ᢞᡇ. |
| To get to the very specifics or the heart of | ᠘᠘ᢩ᠂ᡄᠴ᠂᠋ᡏ᠋ᠺ᠉ᠳ᠕᠋᠃ᢐᡆ᠋ᡣᡩᡄᠺ᠋ᠧᢆᡊᢣ᠘ᡕ ᠌᠌ᡔ᠙ᢣᡆ᠋᠉ᢣᠾᢣᡆ᠋ᡃᠴ᠋᠋᠋᠋᠆ᢗᡃ᠋᠋᠋᠘᠅ᢣ᠘ᢣ᠋᠉ᢣᢂ᠈᠋ |

| your question, the recommendations | |
|---|--|
| made by the Auditor General, we've | |
| accepted those as I've mentioned before. | <°ዹኦበቦታ፞፞፞፞፞፝ |
| Within our action plan we are committing | °⊍⊂ ^₅ °< [⊂] . |
| to making sure that the items that we | |
| have agreed on in our plans will be | |
| completed by the end of 2015. | |
| | ᠕᠆᠋ᡕ᠕᠋᠆᠕ᡩᠴ᠙᠄᠋ᡃᢐᠴ᠒ᡴ᠂ᡧ᠋᠙ᡣ᠒ᢣᠣᡃ |
| When it comes to, for example, work | ᠕᠆᠋ᡣ᠋᠊ᢧᡆ᠅᠋ᡗ᠆᠕᠅᠋᠉᠆ᡁ᠘᠄᠋ᢧᡄ᠅᠋ᡗ᠆ᢤ᠋᠉᠈ |
| load standards, we want to make sure that | |
| , | |
| we have a working definition of an | |
| acceptable standard of work load for a | |
| community social services worker | |
| working in Nunavut. | |
| | |
| To provide an example of that, we will be | (፻፻ - ፲፻ - ፲፱ - ፲፱ - ፲፱ - ፲፱ ፲፱ - ፲፱ - ፲፱ - ፲፱ - |
| looking at what other jurisdictions have | |
| done and how they have grappled with | |
| workload issues. We will be comparing | |
| that with the reality of social work in | ᠕᠆᠋ᡣ᠋᠕᠆᠆᠕᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| Nunavut and including things like the | |
| scope of practice that our workers have | |
| which is wider than workers in most | |
| | |
| other jurisdictions. Then we'll try to set a | |
| realistic benchmark from which to work. | |
| Our horse is that area we have that it will | |
| Our hope is that once we have that, it will | ᠕ᠠ᠘ᡄ᠌᠌ᢪᡣ᠋᠋᠋ᠡ᠂ᡏ᠋ᠫᢪ᠋᠋᠋᠋ᠴ᠋᠋᠋ᡏ᠆ᡘᡃᢛᢗᢟᡄ᠘᠆᠋᠋ᠮ᠋᠖ᠸ᠋ᡗ |
| be something that we can use as a tool to | Ċ°ᡅ ᡏᠦᡃᢗ, ᡧ᠋ᡃ᠋᠋᠋᠘᠋᠋᠋᠋᠖᠔᠋᠉ᡃᠣᡅ᠘ᢣ᠋᠋᠄᠕ᢀ᠘ᠴᡄ᠋ᠬᢣᡃᠣᡗ, |
| guide decisions about programs, but to | ᠫᡃ᠋᠈ᢣᠺ᠋᠕ᡧᢧᠴ᠘᠅᠘ᡧ᠉ᠫ᠕᠅᠘ᢣᢄ᠆ᡁ |
| guide our Minister and our department on | ᠴᡬ᠋ᡏ᠈᠕᠋᠘᠘᠋ᡃᢗ᠊᠋ᠴᡆ᠆᠌᠌᠌ᠵᢣ᠘᠋᠋ᡗ᠕᠆ᢣᡐ᠋᠋ᡔ᠋᠋ᠮ᠉ |
| decisions such as "It is now the time to | |
| request a new position for a community | |
| or a new supervisor" because those | |
| workloads are evidently too high for that | |
| community or that region, for example. | |
| , <u>, , , , , , , , , , , , , , , , , , </u> | C°᠙ᡃ᠋ᡃ᠋ᡅ᠘᠂ᡆ᠋᠕᠋᠖ᡰᢕ᠋᠘᠖᠂ᠳᢣᡄ᠘᠆ᡁ |
| I hope that gets to the heart of your | |
| question. Thank you. | |
| question. Thank you. | Δ⊳/≪⊳ርኈ (ጋኣኦ∩Jና): ናਰ≻°൨ՐႦ, ୮ጎር LҌĊഛ. |
| Chairmon: Thank you Mr. MacDonald | Δ° Δ° Δ° Δ° Δ° Δ° Δ° Δ° Δ° |
| Chairman : Thank you, Mr. MacDonald. | C & V> 002007 700 00, AC° L & 402770204705 (100000000000000000000000000000000000 |
| Just to take that a little step farther, I | |
| realize that it is on your current action | |
| plan, but it was also on the last action | |
| plan from 2011 and it actually had a | |
| completion date of March 2013, so I just | |
| wanted to remind the department that we | |
| | ለ«፦ርবውሲን ሲኮናንግላሲወላ፦ር»ና |

| will be looking at this a lot closer and we will be following the progress very closely. | |
|---|---|
| The next name I have on my list is Mr. Rumbolt. | ᢦ᠋ᠬ᠋᠋᠄᠋ᡃᡆ᠋ᡣᡗᢣ᠌᠌ᢞᡄ᠋ᢧ᠘ᠳ᠋᠋᠋ᡏ᠉ᠫ᠉ᡃ, ᠋᠋᠋᠋ᠶᠧ ᡪᡃᢆᠵ |
| Mr. Rumbolt: Thank you, Mr. Chairman. Good morning. Earlier when Mr. Mikkungwak was asking questions, one of the responses from Mr. MacDonald was that one of the challenges or barriers in retaining staff in the communities was the lack of housing. | Ϛͱʹ>· (ϽϞϞႶͿϚ): ჼdታ°ዺ广ϧ, Δϧϟ⊗ϷϹʹͽ. Ϸ·ϲʹϧϤϚ. ϷϤϚႶϥʹͽ, ΓʹϹ ΓΡ° ϞͿϤʹͽ ϤΛʹͽϟϷϹϚՈʹ·ͺͻͺͿ Δϲͺʹϧ ΡϷϞϟϷͽϧϷ;ͼ, ΓʹϹ ͺϷϾʹϼϚΓ. Δϲͺʹ·Ϲ ϤͽϟʹϟͶቦϧϷ;ͼ ϽͺͽͼϹϨͶΓϧϷ;ͼ ϹΔϥϭͺϧ ΔͼϧϼϫϧϧͼͶϹϚ;ϷϽϺ, ΔϼϲͺϧϷϥͼϭ Δʹ·ͺϿϷʹϞϭ·ʹͿϚ |
| Prior to that, Mr. Ojah stated that we have a social worker on the ground in all communities except Grise Fiord. I'm wondering if you can clarify how many communities' social workers are affected throughout Nunavut because of the lack of adequate housing in the communities. Thank you, Mr. Chairman. | /ዎና ህሆ Γነር Ϸንን Ϸንቴምሪሥር Δውሮሊንዮሩ ወዉሮችσ Δውሮሊንቴንርር ላዮ/Δናጋናፑኦ Δውሮሊንቴትዮናጋጋላቲያውም. ዉጋዉΔŵ/ኆዉናሬኒዕ የኦናበና ወዉሮና Δውሮሊንችቦዋውና ላናጋጭርዮ/Lዴና ወዉዎናΓ Δናውየነለσናያናን የሪታዲቪኮ, Δኮ/ዲኦርጭ. |
| Chairman: Thank you, Mr. Rumbolt. Mr. MacDonald. | Δ•/ペϷር· • (ጋኣኦበJና): ^ና d৮°உ广 ^ϧ , Γ ʹϹ Ϛ ^ϳ ʹ>ና. ΓʹϹ L ^ϧ ϹʹϼϚ. |
| Mr. MacDonald : Thank you, Mr. Chairman. I can't give you a specific number of how many social workers at the moment are affected by housing issues, but I can tell you that staff report to us on a regular basis about issues through the supervisors, of course. I can tell you that oftentimes when we have a vacant, indeterminate social worker position, for example, we resort to having to hire a casual to fill that role on a temporary basis. Some of these individuals can become long-term casuals. | L⁶Ċ σ^c (ϽϞϟΛͿϚ): ϷʹͽϷΡΛϞ ^a Δ ^a ዮϹϹϲ ἀͺϷΛσ ^b ʹϧϲϚ Δοσ Δοσ Δ ⁶ ^b δ ^a ^c ^l L ^a ⁱ C Ϥ ^l L ^a ⁱ C Δ ⁶ ^b δ ^a ^b ^c ^{l²} C ⁱ C ⁱ C ⁱ C Δ ⁶ ^b δ ⁱ C |
| Now, as the Member may be aware, it's very difficult to secure housing for casuals because they're not an indeterminate employee. The department | ᠋᠂ᡃᢆᡋᠣ᠌ᢣ᠘ᠵ᠋ᡃᢛᡃ᠋ᠺᢄ᠘᠆ᡁᠧᢄ᠉ᡤ᠋ᠺ᠘ᢞᡆ ᠘᠋᠋᠄ᡃᠣ᠘ᢣᢛᡣᢂᡄ᠌᠌᠔᠊ᠺ᠆ᢅᡄᠺᠫᢛ ᠘ᡃ᠋ᠴᡬᢛᡣᢗᢂᢞᡆᢩ᠅ᡗ᠋᠋᠆᠘᠆ᠴᡬ᠅ᡣ᠋᠘᠘᠂ᡘᡄᡅ᠋᠕ᢟ ᠌᠋᠊᠌ᡔ᠋᠘ᡷᡆ᠅ᡗ᠋ᡃ᠘ᢗ᠘᠋᠆ᠴᡬ᠅ᠬᢗᢂ᠂ᡆ᠆ᠴJ |

| does not have the opportunity to request housing for that position when it's going to staffing because it's supposed to be a temporary arrangement. | ᠘᠋᠋᠋ᡃ᠌ᡃ᠋ᢑ᠘ᢣ᠋᠋᠋ᡃᠬᢂᡄ᠌᠌ᢂ᠋᠘ᡄᢄ᠘ᡩᡄᠺᠫ᠅᠘᠋ᠳᢉᢣ᠋᠅᠋᠘ ᢂ᠋ᢧ᠋᠋ |
|---|---|
| In many cases when we have an inability to identify a suitable candidate for a permanent position, we get into a situation which is, in some ways, a bit of a vicious circle in that we bring in a casual to fill the role to ensure that some level of service is being given to the community, but then we do not have housing for that individual. | Δ [%] baΔ ⁵ [%] ΠĊતσϤ [%] CΠ [°] σ ΔL [°] aΔ ⁻ ⁶ b ^C ⁵ L ^c , bΔ ^Q ^c ϽϤ ² ϽΔ [°] a ⁵ ⁶ b ^c ⁵ ¹ Δ [%] baΔ ⁵ [%] ΠϷ ^c Ϸb ^C ^c ² Δ [°] a ⁶ ² ⁶ Δ [%] baΔ ⁵ [%] ΠĊ [%] ² ⁵ ¹ , Λ ² ⁶ ⁵ ⁵ ¹ Δ ^{c[*]} Γ [°] σ Δ ^{c[*]} σ Δ ^{c[*]²⁶⁵⁵⁶⁶²²²² C[°]a.} |
| I can tell you that we have been working with other departments and agencies to try to ensure that the new Department of Family Services has adequate housing for not only our indeterminate social workers but the casual employees whom we hire on a temporary basis. | ᢗᡃᢆᢐᡰᡆ᠘ᢣ᠋ᡃᡠᢂᡩ᠖ᠺᢪ᠋ᢩᡆ᠅ᢗᢉ᠂᠋ᡏᡘᡥᠥ᠕ᡔᡅ᠋᠍᠕ᢟᠥ ᠘᠋᠋᠄ᡷᠣ᠘ᢣᡃᡠ᠋᠋ᠺᡃ᠋ᡠ᠖ᡃᡦᡄᢗ᠅ᡃ᠘᠋᠋ᢗᢗ᠂ᢗᡃᢆᢐᡰᡆ᠕ᡔᡅ᠗᠅ᡁ ᠘ᠴᡄ᠋ᠬᢣᡃᢦᡏ᠘᠆ᠴ᠋ᡝᢑᡃᡥ᠋ᠬᠻᠬᡏ᠋᠋ᡃ᠖ᡃᠧ᠋ᡩ᠆ᠴᢩᡊ ᠘᠋᠋᠅ᡃᠦ᠘ᢣ᠅ᡣᡄᠺ᠋ᡄ᠋ᠶ᠋ᠺ᠆ᡩ᠘᠋ᢩᠧᢄ᠅ ᠘᠅ᡃᠣ᠋᠘ᢣ᠅ᡣᢂᡄᢂᠺ᠆᠋᠋ᡬ᠖ᠺᢗ᠅᠋ᠫᠴᡗ |
| To give you a concrete example, it would be to have a memorandum of understanding with the Nunavut Housing Corporation where they would be able to lease housing space in a community on our behalf and then we would have that available for our casual employees. I hope that answers your question. Thank you. | ϷʹϽႶϹͻͿϪϹϐϫͺϽϒϒϷϹʹϧϹϔϭ·ʹͿʹ ϤϹϹϷʹͽϟϹϿϚϪϿʹϲϲϧϞϞϤϭϐϫͼ ϤϽʹͽϽϥϨϐϫͼͻϿϹϫͼϲʹͼϭϪʹͻϹϚϷ≪ͿϚ Ϸ·ႱʹͽϽʹͼϹϷϿϹ;ϪʹͽϧͼϪϟͽͶϷϲϷϪʹϲϚϿϫ ϤϽʹͽϹϷϞϐϫͼϭϤʹϹϚͺʹϭͿϧϐϫϹϷ; |
| Chairman : Thank you, Mr. MacDonald. Mr. Rumbolt. | Δ°7<Ρር% (ϽϞλησ): ថμ°αΓ, Γ΄C μ°Ċος. Γ΄C Ϛμ΄>ς. |
| Mr. Rumbolt : Thank you, Mr. Chairman. I thank Mr. MacDonald for his answer. Along the same lines, in your talks with the Nunavut Housing Corporation about the housing needs for your department, have you stated to the housing corporation exactly how many units you need throughout the territory to fill those positions? Thank you. | ςι`>· (ϽͺͻϷͺͺͺϿͺ;ͺͺϿͺϫͺϫͺϫͺϫͺϫͺϫͺϫͺϫͺϫ. ;ϥϧϫͺϫͺϫͺϫͺϫ. ;ϥϧϫͺϫ. ;ϥϧϫͺϫ. ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ |
| | Δ•/«Þር •• (ጋኣትበJና): ኀሪታ॰፬广•, Γ [·] ር ና ⁱ >ና. Γ [·] ር |

| Chairman Thank may Ma David alt | |
|--|---|
| Chairman : Thank you, Mr. Rumbolt. | L ^ь Ċo ^c . |
| Mr. MacDonald. Mr. MacDonald: Thank you, Mr. Chairman. To be perfectly honest with you, at this point in time, we have only begun having exploratory conversations with the housing corporation. I, myself, have had a discussion with officials at the corporation. | Lሶር፞፞፞፞፞ଦ୍ଦ⁽ (ጋ፟፟፟ትኦበJና): ^ናdን°፟፞፞፟ዾ፫፞፟^ኑ, |
| We haven't had a chance to set up a meeting where we begin going through the particulars of the MOU, but they have advised us that that would be the process that we would need to follow. We're committed to working with them as part of the action plan to make sure that we have an agreement in place for them to secure housing for our employees. Thank you. | ϧΩϹͼϧͶϹϧͼϧϞϚϷϧϧϹϿͼ·Ͽͼϲ ϿϿϲϥϿ;ϒϭϭͺϧϹϧϧͼϽͺϧ ϿͼϧϿϹͼͺͳϲͼϫϤͼϽϚ ϿͼϧϿϲϿ; ϿͼϧϿϧͿͼ ϒͼ Ͽͼ Ͽͼ Ͽͼ Ͽͼ Ͽͼ Ͽ Ͽ Ͽ Ͽ Ͽ Ͽ Ͽ Ͽ Ͽ Ͽ |
| Chairman: Thank you. Mr. Rumbolt. | Δ•ረኆϷϹ· Ϸ: (ϽϞϷ∩Ϳ) ^{;ϧ} ·ϭϧͼϭͺϳϝ. ͺͺϲͺϲͺ; |
| Mr. Rumbolt : Thank you, Mr. Chairman. In part of your action plan, have any timelines come up of how long before you can actually see construction of staff housing in communities? Thank you, Mr. Chairman. | Ϛͱʹ>Ϛ (ϽϞϡႶͿϚ): ϚϭͿϒͼϫϹϳͼ, ϪͼϒϘϷϹʹͼ. ϤϤ ΔϲͺͼϒϚͺϚʹͼϪͶͼϟͼϭϚͺϷϚϷϚϷϔͰϤϤϹͺΛϪͼϞϟ ͼͺͺͻͼϪͼͼϟϹͺͺϐʹ·ϐϧϐͼϪϛϫϲϲϷϲϫͳϫͺϳ ϫϤϲϫϫͺϪϲϿͼϒͼͶͼϫϲ ;ͺϿͼϲϫͼ ;ͺϿͼϒͼϷϲϲͼ |
| Chairman: Thank you. Mr. MacDonald. | Δ•/ペÞር ጭ (ጋኣኦበJ ^с): ^ና d۶°ឩ广 ^ኈ . Γ [、] ር L °Ċጔ ^c . |
| Mr. MacDonald : Thank you, Mr. Chairman. We would not have, within our action plan or timelines have mention of construction programs. That would be beyond the scope of our department's mandate. We would leave that to the housing corporation, for example, or perhaps Community and Government Services. | L⁶ ^{Δ⁶} (ϽϞϷϭ ³): ³ ϭͿ ⁵ Δ ⁵ Δ ⁵ Λ ² Λ ² Δ ⁵ |
| What we would do is commit to having or working on having better housing available through various means, which | ᠴᢗ৾ᠣᡃ᠋᠘ᡃᠴᡄᢂ᠋᠅ᡣᢣ᠖ᠴᡏ᠋᠋᠖᠆ᡘ᠅ᡣ᠖ᠴᡧᢄ ᡏ᠘ᡃᠴᠬᡰ᠘ᢣᠴᠮᡆ᠋ᡣᠻᢣᢂ᠆ᡬᢁᢁᡷ᠋ᠮ |
| | ᡏ᠋ᠫ᠘᠋ᠳ᠋᠋ᢩᡆᢄᡩᡆ᠋᠆ᡆ᠆ᡆ᠘᠋᠘ᢄᢂᡩ᠘ᠺ᠘᠋᠕ᡬ᠆ᡁ᠖ |

| may not mean new construction projects, of course. It may mean securing leased units in the existing units in a community that would be available for our department, just as an example. Thank you. | ϷͻϽ∩ቦጋΔ°ዹኈርና ርL°ዹ. ነd፦ዹ广 Δνረ«ϷϹʹ· |
|--|---|
| Chairman : Thank you. Mr. Rumbolt. | Δ»거ペϷϹና» (ጋኣኁኦታሪ): ናਰኦግልሮኑ. ୮ [,] ር ፍ⊦>፦. ናͱ`>ና (ጋኣኁኦታሪ): ናਰኦግልሮኮ Δ»거ペϷርና». ⊲ၬ∟ጋናር▷ና» |
| Mr. Rumbolt : Thank you, Mr. Chairman. Another challenge that was stated for recruitment and staffing of social workers in our communities was the lack of adequate office space. I wonder if the department can update us today on how widespread a problem the lack of office space in our communities is at the moment. Thank you, Mr. Chairman. | Δ૯ Δ ⁴ ² Δ ⁴ ⁴ ⁴ Δ ⁴ |
| Chairman: Thank you, Mr. Rumbolt. Mr. MacDonald. | Δ•/ペϷϹና • (ጋኣኦ•ሪና): ናሪታ°ዉ广• Γኣር ናኑʹ>ና. Γኣር L ሮጔና. |
| Mr. MacDonald : Thank you, Mr. Chairman. Once again thank you for the good question. Currently, the department has assessed our office space across the territory and we've had a number of locations where we feel we would prefer to have better space available for our employees. | Lሶር፞፞፞፞፞ዾና (ጋ፟፟፟፝፝፝፞፝፝፝፝ (ጋ፟፟፟፟፟፟፟፟፟፟፟፟ ፟፟ዻሊኆበዻናል፟፞፞ዺ፞፞፞፞፞፞፞ዺ፞ዾ፝ዺቝ፝ ^ና የΓናንፈረሥ፟፟Lር በበና [«] ልናር ላጋሏ [°] ፈቝኇ ^ኈ ቦ [°] ኇ [፟] ዾፈቃ፟Γ. ዾዾጛ፞፞፝፞፞፞ዾጏጏ ሏኇናፄናበዻ [°] ኇኈ፝፝፝፝፝፞፞፞ጜኯ፟፟፟፟፟፟፟፟፟ ላኇናፄናበዻ [°] ኇኈ፟፝፝፝፝፝፞፞፞ጜኯ፟፟፟፟፟፟፟፟፟፟ጜዀ፝ጛ፞፞፞፝፞፝፝፝፝፝፝፝፞፞ዾጏዻና. |
| At the moment, ourselves, like other departments, are awaiting the Department of Community and Government Services' office space study to be completed across the territory. Once we get a chance to look at that in relation to the offices in which our department is using, there will be some decisions made about whether movements have to occur or renovations will have to occur. | Ϸ≪Ϳ· ;ϳ·ͺͻͺͺϒϲͺͺͺϫϷͺϽϚͺͺϤ;ϫϒϽϽϚͺϷϹʹͽϷϧϲ ͽϫϲϲϲͺϫͽϭϚͺϫͼͺϫͺϫϧϧ ͼϷͻϞϫϐ; ϫϿϫϲ ϫϫ ϫϫ ͽ |
| At this point in time, we're not ready to move forward on that until we have a better, big-picture understanding of what | ᠻᠡ᠋ᢂ᠋ᠳᡄ᠘ᢆᠳ᠋ᢩ᠘ᡔ᠋ᡦ᠆ᡁ᠖ᠴ᠆᠆ᡧ᠋ᡅ᠆ᡰ᠔᠘ᠮ |
| | ᠆ᡥᡃᡆ᠘ᡗᡣᡆᡄᢄ᠊ᠴ᠋ᠺᠡᡗ᠂ᡆᡄᢇᡧ᠂ᠺᡰᡄᡃ᠋᠕ᡗ |

| office space conditions look like and what employees are telling that group that is conducting the survey. Thank you, Mr. Chairman. | ΔσʹϷϤϤͼϭͽϞϷʹϷͻϧͺϤʹϷͰϹͽͺϳϹͺͶͶϚͼϪͼϭͼϒϲϫͼ ϹΔϷϭϤͺʹϷϷϟϞΔϤϹͺͺʹϭϭ϶ͼϹϷͺϪϷϒϘϷϹʹϷͺ |
|---|---|
| Chairman: Thank you. Mr. Rumbolt. | Δﻪ₽≪ϷϹ·· (ϽϞͻϷϭϲ): ·ϭͿϧͽͺϹϳϷ, ΓϞϹ Ϛͱʹ>·. |
| Mr. Rumbolt : Thank you, Mr. Chairman. Has Community and Government Services stated when this office space study would be completed? Thank you, Mr. Chairman. | ናኑ>ና (ጋኣኦቃሪን): የժታ°ዺ广ካ Δካፖላዎርናካ. ഛୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁ |
| Chairman : Thank you, Mr. Rumbolt. Mr. MacDonald. | Δ^ϧ៸ኆϷϹ· ͽ (ጋኣኦ ^ϧ d ^ϲ): ^ϛ dϧͼϫϹͼ ΓʹϹ Ϛͱʹ>ϲ. ΓʹϹ ͺͺͺϷϹʹϼϲ. |
| Mr. MacDonald : Thank you, Mr. Chairman. I'm not in a position to speak on behalf of another department. I do believe that it is nearing completion, but I'm not aware of the specific date of that. Thank you. | LºĊ৹ Ϛ (ϽϞኦჼϭϚ): ჼϭͰϔͽϫϹϔͽϪͼϒϘϷϹϚͽ. ͺͺϹͽϫ ϼͱႱͼͽϽϪϞͼϫͼϔϾͼϫϹͺϫϒͼϔϲϷϫ ϷͽϪϨϲͽϿϧ·ϿͺϪͼͼϷͼϪ;ͼϹϷϪͼϲϫϲϿϦͻϿϥͱͺϳͼͽ ϷʹϿϧ·ϹͼϼͼͺͼϷϷϒϹϧϲϲͳͼϪͼϒϪϷϹͺͼ |
| Chairman : Thank you and understandable. The next name I have on | Δ▶/≪ϷϹ ጭ (ጋ ^ϳ ኣሥታና): ናਰታ≏Ⴍ广Ϸ ሥምਰ∆Ⴊ<ና. ⊲∩ናਰ∩ቦσ⊲℉≻ና, Γ ^៶ ር ⊲໋ਰ⊲Ⴊ. |
| my list is Mr. Akoak. Mr. Akoak : Thank you, Mr. Chairman. Good morning, Nunavummiut. We heard talk of letters of authority this morning. I just want clarification. Is that letter of authority being used just to fill in positions or just to continue the positions? That's my first question, Mr. Chairman. | ἰd<% (ϽϞϷϭϤ): ቫϭϧϩϥϳͽ ΔͽϒϘϷϳͼ. Ϸ;ϳͽϤ ϼϥʹͽͳϷϚ. ϷʹͽϷϒͼϷͽϽΓͽ ϽϞͽϷϷυϚር ΠΛͼϷσͽ ΛϞͼϥͼϷͶϚͶϞσͽ Ϸ;ϳͼ Δϼϲϲϧϼϲ. ϥͻϥΔͼϲϷϚͶϤϷϐͼϭϞϭ;ϛͻϥͼͼϚϚ ϹΔͼϥ ͶͶϚͼ ΛϞͼͼͼͶϚͶϞͼ ϤϽͼϲϷͼϷϲϲͼ; ΔͼϼϲϷϥϫϷͶ;ͻϲͼϫϤ·ͻͿ ΔͼϷϥϫͻͽ Δάξͼ. ϳϭϧͼϥϳͽ ΔͼϒϘϷϳͼ. |
| Chairman: Thank you, Mr. Akoak. Mr. MacDonald. | Δﻪ/≪ϷϹ ናኈ (ጋኣ፞ሖ⁵dና): ናਰ⊁°ႭႠჁ ୮୯୦ ସਂਰ⊲Ⴊ. ୮୯୦ ୮୭୦୦୦ |
| Mr. MacDonald : Thank you, Mr. Chairman. If I understand your question correctly, the letter of authority is used to fill a vacancy with somebody who has perhaps not all of the requirements for the position, but who has been deemed capable of performing functions under | L•Ċ.o ^c (ϽϞϷϧϤϚ): ͽϤϷͽϫϳϷ ΔϷϟ≪ϷϹʹϷ. ϟͼϧϤΔͼͶϥϷϷϷͼ ϤΛͼϧϤͶΓϷΔͼ ϹΔϧϥϥ ͶͶͼϷͼ ΛξεαͼϧͶͼͶζͼ ϤϽͼϧϹϷͽϲϲͽϽͼ Δεωροδισε Δͼϧϼαζεμέ Δεσαζεμέ Δεσαζεμέ Αεσα Αεσα Δεσα Δεσα Δεσα Δεσα Δεσα Δεσα Δεσα Δ |

| supervision and to the level satisfied by | ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
|---|--|
| the director of family services. | |
| ······································ | ᡔᢛᡆ᠘ᢑᢂᡔ᠙᠘᠉᠕᠕᠘᠘᠘ |
| If I do understand your question, I do not | ᡔ᠋ᢆᢣ᠆᠃᠃᠃᠃᠃᠃᠃᠃᠃᠃᠃᠃᠃᠃ |
| believe that it's there to extend, but it's a | ᠘᠋᠋᠋᠋᠋᠋᠋ᢆ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| mechanism to get somebody into a | ᠕᠅ᡣ᠋ᡩᠳ᠘᠅᠖᠘᠘᠅᠘᠘᠘᠅᠘ᢕᡗ᠕᠅ |
| position not to extend them indefinitely, | |
| - | ₫ <u></u> ⊐ ⁵ 6 ⁻ ⁶ ⁻ ⁵ ⁻ ¹ ² |
| if I understand you correctly. Thank you. | |
| Chairman: Thank you, Mr. MacDonald. | ∆⊳୵⋞⊳⊂ ⊷ (Ͻ ^ϳ ϡ≯₀d ^ϲ): ˤd۶°ឩ广҆Ϸ. ΓʹϹ 刘d⊲℠ |
| Mr. Akoak. | |
| | |
| Mr. Akoak: Thank you, Mr. Chairman. | |
| Please correct me if I'm off line, Mr. | |
| Chairman. This would be a question | |
| about salary. How is it determined? | ᠘᠆ᡨᡆᠮᡃ᠋ᡢ᠄ᡋᡃᢗᢨᠣ᠋ᡃ᠋᠋᠋᠆᠘ᡔ᠉᠑ᠮ᠔᠋ᡔ᠈ |
| We talk about training. Some of them | ᠔ᡄ᠋᠋᠋᠋ᡥ᠔᠆᠆ᠳᡏ᠖᠒ᢗ᠌᠌᠌ᡔ᠘ᢞ᠋ᡗ᠅ᡔᢕ |
| have some training, not to their full | ᠕᠆᠋᠒᠆ᢞᠣᡅ᠋᠋ᠺ᠋ᡃ᠖ᡃᢛᢗ᠅ᡥ᠋᠆ᠳ᠉᠕᠆᠆᠘ᡃ᠋᠋ᢣᡪᡃᢛᢗ᠌᠌ᠵ᠘᠘᠋᠕ᡃ |
| capability. Is it determined by training or | ᠘᠆ᡨᠣ᠋᠊᠋᠆ᡧ᠋᠘᠆ᢣᢗᢂ᠋᠊᠋ᠴᠦ᠂᠋ᠺᡏᠫᡅ᠋᠋ᠺ᠋᠋᠋ᠮ᠖ᡃᢗ᠅ᡬ |
| determined by how long they have been | ᢄᢞᡇ᠋᠋᠅ᠳᡄᢂᡩ᠋ᡔᠴ᠋ |
| at work at their job? Thank you, Mr. | ᢗ᠘᠌᠋ᡃ᠋ᡋ᠊᠋᠆᠄᠂dᢣ᠋ᠲ᠋ᡄᡏᡃ᠋ᢣ᠘ᡃᢣ᠙ᡐᢗ᠋ᡬᡃᡃ |
| Chairman. | |
| | |
| Chairman: I understand where you're | ∆ە√≪⊳⊂ﻧﻪ (⊃ڶؠڬەdﺩ): ظ ^ر ەط∆ ^ݛ ە<∩ﺩ ݠ∟ݠݷָרַגַיּוֹג. |
| going with this. I will allow the question, | <u>ር</u> ዲ ላለሲበ [®] ወላና ⁶ d ሲልካኦበም ⁶ የዎኖ የርጋ ⁵⁶ , |
| obviously. It's not looking for salary | |
| numbers, but if there are different | ΔͻϲͺͺϷʹ. ΓʹϹ ͺϷʹϲϿͼ. |
| categories of salary levels at different | |
| skill sets. Mr. MacDonald. | |
| skill sets. Mi. MacDollaid. | • • • • • • • • • • • • • • |
| Mr. MacDonald: Thank you, Mr. | ניכֿבי (כוֹקאישלי): ישאיפרדי באילפאכליי. כיפב |
| Chairman. This is another area where I | ᢗ᠋ᢞᡇ᠂᠋ᡃᡋᡋᢣ᠘᠋ᢩᠴᡐ᠅ᡗᢗᡪ ᢆᡠ᠋ᡄᢂᡃᢣᠧ᠋ᠬᢣᡃᡆ᠋ᡗ |
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| certainly wouldn't profess to be an | ᠄ᡃ᠐᠆ᢣ᠘᠋᠋ᡃ᠋᠖ᡩ᠘᠋᠄᠙᠋᠋ᠮ᠄ᢓ᠋ᡅᡃ᠋ᡔ᠋᠘᠂᠋ |
| expert. The Department of Finance's job | ᠘᠋᠉ᡃᡃᠣ᠋᠋᠘ᢣ᠋ᡗᢂᠺᠴᢦ᠘᠅ᢆᡫᢗ᠆᠋ᢗ᠘ᡃᡃᠣᡰᡐ᠋᠘᠉ᡃᡉ᠋᠘ᡷᡃᡃ᠋ᡪᢂ |
| evaluation and staffing unit would be | ᠔᠊᠋᠋᠋᠋᠋᠋᠋᠋᠋᠆ᡏ᠖᠖᠋ᢂ᠆᠘ᢣᡅ᠋᠕᠋᠋᠋᠋᠋᠋᠋᠋᠋ |
| group that would rate a position in terms | ᠘᠆ᡨᠣ᠋ᡏ᠋᠋᠉ᢣ᠘ᢣᡅ᠋᠋ᡏ᠋ᡃᢐᡃᢛᢗ᠅ᡤ᠋ᠴ. ᠋᠘ᡃ᠋ᢐᡆ ᢗ᠋ᢞᡇ |
| of the skills, knowledge, and education, | ᠕ᡄᡅ᠋᠋᠋᠕ᢞ᠋᠆ᠴ᠋᠆ᠺ |
| etcetera, and they would be the ones | ᠊᠋ᡐ᠋᠋᠋Pᡄ᠋᠋ ^ᢛ ᠘ᡃ᠋ᢑ᠘ᡧᢑ᠘ᡔ᠋ᢆᡶᢗ |
| providing a rating on how much salary an | |
| individual should be getting when a letter | |
| of offer was given to them. | |
| | ᢄᡃ᠋᠔᠆ᡎ᠘᠆ᡁ᠘᠆ᡁ᠘᠆ᡁ᠘᠆ᡁ |
| I can tell you from a purely Department | ᠕ᠴᡄ᠋ᡣᢣᡃ᠋ᡥᡠᢩ᠉ᡃᡠ᠋᠆ᠴᢗ᠂᠋᠋᠙᠋᠋ᡏᡃ᠌᠌᠌᠌᠌ᡗᡓ᠋᠖ᡃᢗ᠅᠋᠋᠋᠑᠋ᠮ |
| of Family Services perspective what we | ᢗ᠋᠋᠊᠋ᠯᡶ᠋᠘ᡄ᠋᠋᠆ᠳ᠋ᡘᢛ᠋᠘᠋ᡗ᠋ᠬᡏᢛᠫ᠋᠋ᢍᡃ. ᢗ᠘᠋᠘ᡨᡆ |
| look at. We want to see individuals with | ᡏᢗᡄ᠋᠋ᢩ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| the credentials required for that role | ᠔᠋ᡃᠫᡪ᠔ᡣ᠋ᠬᡃ᠋ᢐᡄ᠋ᢉ᠋ᡥᠥ᠕᠋᠋᠋ᡊᡣ᠋ᡐᡏᠴᡐᡃ᠋᠋᠋᠋᠘᠋᠅ᢆ᠋ᡫᢗ |
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| because that's a safe and consistent measure or evaluation tool for us to ensure that the individual has gone through the training, courses, and programs necessary to be able to fill that role. | ᠘᠆᠆ᠳᡏᡃ᠋᠖ᡏᡄ᠋᠆᠆ᡧ᠋᠋ᡫ᠅ᢆᡁᡄ᠆᠘᠆᠋᠅᠘᠆᠃᠘ ᠘ᡄ᠋᠋᠅᠕᠆ᠬ᠋᠕᠋᠋ᡩᡉ᠌᠆ᡆ᠆ᠳᡐᡃ᠋᠘ᡩ᠘᠋᠖᠘ᡷᡃ᠋᠋᠆ᢣ᠖ᡔ᠋ |
|---|--|
| Of course, as with any hiring competition process, there would be some provision for experience. Really, it's the education and experience that are critical factors for us and I do know that they impact on salary, but I'm not in a position to speak about the mechanisms of how the government applies that to staffing or to hiring. Thank you. | CΔL° Δ [%] b Δλ [%] Π ⁶ \Γ ⁶ ⁶ Pσ ⁻ Δ ⁶ ⁶ Pσ ⁴ ⁶ ⁶ Δ ² ΔΔσ ⁻ ΔΔσ ⁻ Δ ² ⁶ D ² ¹ ⁶ Δ ² ³ ⁶ Δ ³ ¹ ⁶ Δ ³ ³ ⁶ Δ ³ ¹ ⁶ Δ ³ ³ ¹ ⁶ Δ ³ ¹ ⁶ ⁶ ⁶ ⁶ ⁶ ⁶ ⁶ ⁶ ⁶ ⁶ |
| Chairman : Thank you, Mr. MacDonald. Ms. Angnakak. | Δ•/«ϷϹ· Ϸ(ϽϞʹϷ·ϭ·)։ ^ና |
| Ms. Angnakak : Thank you, Mr. Chairman. I just have a couple of more questions. | বኈ血ьኈ (ጋኣ፞ኦካሪ፡): ነdኦ°ዺ广፞፞፝ኯ Δኦፖペኦር፞፞ዀ ዻለኈdበኴኣኄbናL Lና፟፟፟፟፝ዮ፞፞፞፞፝፝፝፝፝ኯ ፞ፘዀዀ፟፟፟bኦሁል፝ ፚኈ፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟ |
| You spoke about casual employment and you have a number of positions or a number of social workers that are in that position. You stated that some of these casual people working in these kinds of | Ϥᡃ᠘ᠴᢗ᠋ᠺ᠅Ϸ᠌ᠴᡋᡃᡄᡃ᠑ᡃ᠘᠅ᡃ᠋ᠥ᠘᠋ᡃᢣᡃᡪ᠘ᢩ ᠘ᠴᡄ᠋᠋ᠬᢣᢂᢞᡃ᠋᠘᠅ᡃᠣᡆ᠘ᢣ᠅ᡣᢂᡄ᠌᠌ᢣᡋ᠕᠅ᡄ᠅᠋᠑᠍᠍ ᠘ᢩ᠂ᠴ᠙ᢕ᠘ᡃ᠋ᠴᡣᡅ᠋᠄ᢄ᠋᠋᠋᠋᠄ᢐ᠋᠋ ᡬᡃᢐᡆ᠋᠘᠅ᡃᠦᡆ᠘ᢣ᠅ᡣᢂᡄ᠌᠌ᠺ᠔᠅᠘᠅ᢣᡆ᠘ᢣ᠅ᢩᠺᡅ ᠘᠋᠋᠅ᡃᠣᡆ᠘ᢣᡄ᠌᠈᠐ᠺ᠋ᡄ᠋᠈ᡣᡅ᠘᠅ᡃᠥᡆ᠘ᢣ᠋᠅ᢩᠺᡅ |
| situations where they're casual have been in that situation for a long time. | ᠋ᠳᠣ᠘ᡃ᠋᠘᠆ᠸ᠆ᢗ᠘᠋ᢩ᠆ᡆ ᠘᠋᠋ᠳ᠋ᠦ᠘ᢣ᠋᠋ᡨᡣᡄᢈ᠋ᠦ᠕᠆ᡄᢩ᠈ᡔᠥ ᠕᠄ᡈ᠘᠄ᢣ᠐ᡷᡰ᠄ᢣ᠘ᡬ᠋᠁᠘᠘᠆ᠽᠯ᠆ᡕᠯ᠂ᡕᡅ᠘᠘᠘᠘ |
| Why do you have casual employment, especially the long-term? If somebody is qualified to be in a position at a casual level, why don't you appoint these casual positions so that they could get housing and maybe we could have a less turnover rate? Thank you, Mr. Chairman. | Δ ^{\$} ^{\$} body ^{\$} ^{\$} h ⁵ b ⁵ C ⁵ [*] Aγ ddσdj ⁵ ? PaDd ^a a ^{\$} Ad ^a a ^{\$} hCD ^b < ^{\$} dc ^a σd ^{\$} h ² Lσ [*] P ⁴ CJ ² Δ ^{\$} bady ^{\$} ^{\$} hD ² DbA ⁴ cJ ^a a ⁵ Jo, ⁵ bad ⁴ L Cd ⁵ dd N ⁵ dd ^{\$} C ⁵ h ⁵ C ⁵ P ⁴ AγD ⁵ ? Δ ¹ JC ² ^a a [*] σd ⁴ LC d ^{\$} bady ^{\$} hOγ dγ ⁵ hCJd ⁵ P ⁶ σ ^{\$} ⁵ ADσd ⁴ LC, ⁵ dy ⁶ a ⁵ Δ ⁵ γd ⁵ ⁵ . |
| Chairman : Excellent question. Mr. MacDonald. | Δ•/《Þርጭ (ጋኣંኦካሪ፡): |
| Mr. MacDonald: Thank you, Mr. Chairman. I thank the Member for the question. Currently, we have 18 casual | L^ϧϹʹϼϚ (ϽʹϧϷͽϭ·): ʹͼͿϒͼͺϼϹʹϷͺΔϷϒϘϷϹʹϷ. ʹͼͿϒͼͺϼϹʹϷʹϚͻͺͺͺϹϲͺϦϲʹϷʹϷʹϺͺͺϤΛͺϲͺͰϹͼͺͺϹͼ 18-ʹϞͿͱͺϹͺͺΔͼϷϙϲͺͺϗϲ;ϧͺͺͺͺϗϥϲϧϲϲͺͺϲϲϲϲ Αμμεί, ͻͻͺͺͺͺͺϗϧͻϲͺͺϗϲ;ϧͺͺͺͺϗϥϲϧϲϲͺͺϲϲϲϲ |
| | Δ ^ւ Lib 30 >ኣ [ຼ] ້າ Δ ^ւ bգΔ۶ ^៲ η ⁻ c ⁻ c ⁻ c. |

social services workers or, I think, in general, frontline employees. That makes about 30 percent of the total, which I think is high, admittedly.

When we talk about why we have casuals, there could be a number of reasons for that. Casual, as you say, is ideally a temporary arrangement, but that doesn't always end up being the case, particularly in a frontline occupation such as social worker. In some cases, we have casuals because we have to recruit to get somebody to come to a community on a temporary basis because there's nobody currently at least identifiable to us in the territory that might have that skill set. It's kind of a labour supply issue.

In other situations, and I could tell you that I've had this myself just recently is that there are individuals who actually want to work on a casual basis. That surprised me, to be honest with you, but there are because they want to have that flexibility. There are a few different factors as to why casuals are employed.

Our position is that in the long term, we want to have indeterminate, stable, local employees so that we can depend on that workforce and that, perhaps more importantly, those individuals will have local knowledge, knowledge of their community, of their clientele and Inuit societal values as well.

That's where we want to go and that touches on many of the discussions around Nunavut Arctic College training, linkages between them and our department. That's sort of the medium- to long-term aspect of the action plan dealing with the casual shortage and so on. Thank you. ᠂᠔᠆ᡧ᠘᠆ᡐ᠘

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| Chairman : Thank you, Mr. MacDonald. Ms. Angnakak. | ⊲°•∩b°►. |
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| Ms. Angnakak: Ms. Angnakak: Thank you, Mr. Chairman. I think you might have it somewhere, but can you just clarify again today how many casual positions are beneficiary and non-beneficiary and how many [indeterminate positions] are non- beneficiary or beneficiary? Thank you, Mr. Chairman. | Ϥʹ·ͺͺϷͺϷʹ· (ϽʹϞ͵Ϸ;ͺϤ;;ͺ;ϥ;ϫͺϹͺϷͺϪͼϒϘϷϹʹͼ. ͺϫͺϹϷͺϧͺϫϥϷϤͼͽͺͺϒͺϒͼ;ͼ;ϫ ͺϫͺϫϲϫϫ ͺϫͺϫϲϫϫϫ ͺϫϫϫϫϫϫ ϫ ϤͶͼϼͼϼϲ ϫ ϤͶͼϼͼ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ |
| Chairman : Thank you, Ms. Angnakak. Just to clarify, just the casuals or all social workers across the? | Δ৽៸⋖ϷϹ·· (Ͻ ^ϳ ϞϷϭ·): ·ϭͿϒ·ϿϹ ^ϳ ϷͺΓʹϒʹͺϤ ^ϧ ϿϷ ^ͼ . ϿϿϿΔ ^ϧ ϷͼϽϪͼϿʹϿͿͺϤΛʹϷϭͿϚϷʹϔ ΔʹϷϷϿϪϞϿϪͼϿϿͼ ϪϿϲʹͺϷϲͺϳϭ·ʹϿͼʹͼʹϿϿʹϷϲͺϳϹ? |
| Ms. Angnakak : Thank you, Mr. Chairman. I want to know about casuals. Thank you, Mr | ዻኈ፞፞ዾ፟፟፞፞ (ጋ፟፟፟፝፝፝፞፝፝፝፞፝ኯ፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟ |
| Chairman : Thank you for clarifying that. Mr. MacDonald. | Δ•/ペϷϹና• (ጋኣኦ•dና): ^ና d৮°ዺ广፞፞ ዹጔዺΔናልϷ ^ϧ . Γ [、] Ϲ L ^ϧ ϹϼϚ. |
| Mr. MacDonald : Thank you, Mr. Chairman. I apologize. I do not have the number specifically for casuals. I do have the number for social workers as a whole. I can give you that, but I can also commit to getting that number to you so that you can take a look at it. | L⁶C⁶ (ϽϞϷͽϭ·): ¹ ϭͿϒ ⁶ Δ ¹ ν ² Δ ¹ ν |
| Currently, our numbers are we have 14 beneficiaries, which is 23 percent, and we have 46, or 77 percent, of non- beneficiaries at the frontline level. As I said, we do not have the numbers broken out for casuals or indeterminate, but we can get that for you. Thank you. | ἰ°௳▷ᢣᠬ᠉ ᡠ᠘ᢣ▷ᡣ᠉ ᠘ᠴᡄ᠇᠋ᡘ᠈᠈ᢨᡡ 14-৩ᢣᠻ ᢦᡣᠬ᠋᠈᠖᠖᠘ᢄ᠆ᡘ᠉ এএᡬᢓᡣ᠘ᡃᠺ, ᡣ᠙▷᠘ᢣ᠉ 23 >ᢣ°ᡣ᠘ᡃ ᢦᡃ᠋᠘᠊ᢩᢧ 77 >ᢣ°ᡣᠦ᠉ Δᠬ᠈᠌᠌᠌ᠦᡆ᠘ᢣ᠉ᡣᠬ᠖᠉᠈ᢣ°ᡣᠦ᠉ Δᠬ᠈᠌ᠦ᠘ᢣ᠉ᡣᠬ᠖᠉᠈᠘᠂᠘ᢁ ᡬ᠖᠘᠘ᢣ᠖ᡣ᠖᠉᠈᠘ᡦ᠉᠔᠘ ᡭ᠘ᢣᢄ᠘ ᡭ᠉᠔᠘᠘ᡭ ᡭ᠉᠔᠘᠘ ᡭ᠉᠔᠘ ᡭ ᡭ |
| Chairman : Thank you, Mr. MacDonald. Ms. Angnakak. | Δ•/ペϷϹና Ϸ (ጋኣኦኦժና): ናਰኦ°உ广ኮ ΓኣϹ Lኮር፞፞፞፞ጔና. Γኣፖኣ ዻኈ፞ዾጛ ^ኈ . |
| Ms. Angnakak : Thank you, Mr. Chairman. I know I did say I might have only two questions, but I do have another one. | ব°ౖౖь ᠖ (ϽϞϷϭϚ): ᠂ϭͿϷʹឩϹϷ ΔϷϒϘϷϹʹϷ. ·ϧϪϷϹ·Ͽʹ·ϧ Ϸ·ϧͼϧϷϦϿϤ϶ϭͼϭϷ Ϲ·ϭϳͼϭϽϭͼ ϭͶͼϭϤͶͼϒͼϼϧϲϲϲͳ |

What are you doing in the communities to attract local people to become social workers? If you don't offer housing because you want to keep them at a casual position, I can see, you know, you're going to get more of a turnover rate. If you only hire from the south and bring people up, you're going to get a high turnover rate because most people from Toronto or whatever don't often stay for the long term.

What measures are you doing right now? Not like next year or in two years, what are you doing now to get that level of workforce that we're looking for? Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Angnakak. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. Thank you for the question. It's a very good question and one that, in my normal capacity as director of career development, I would be happy to answer.

As you identify, we do have a bit of a communication issue in Nunavut with respect to occupations and opportunities, I would say. What you don't see is a very clear messaging to the public and to schools and to families about what occupations or job opportunities there are out there.

In many jurisdictions, if not all, there is something called labour market information, which really is, on one hand, data gathered on occupational supply and occupational demand, for example, how many graduates from secondary school, how many graduates from programs at post-secondary education institutions,

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how many temporary foreign workers and immigrants, for example. That tells you your supply.

On the demand side, of course, it's what are employers telling us their occupational needs are in the short, medium, and long term? So that data piece is really not clear in Nunavut, and then of course, when you have that data, you can take it and develop information for the public.

One of the things that we see that there's a real demand for is clear information to go to schools and to communities about "These are the occupations that are going to be in need in the short, medium, and long term in the territory." Of course, as a department and as a government, we can feed into that labour market information by identifying where the vacancies are now and what occupations and how we anticipate those vacancies to play out over the next number of years.

When you have that information, you can share it with the public and that's something that our department is actually working on right now. We have developed the capacity with new staff to begin researching that information and making the tools that would be accessible for the public on that. I know it's a bit of a departure from this hearing *per se*, but it's something that actually this department is working on, on behalf of the government. Thank you.

Chairman: Thank you, Mr. MacDonald. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. I know everybody wants to go on a break, but I would like to recommend that one of the things that the ჄႺჺჂჼჼჄ๙෯ჅႻ, ჄႠჺჂჼჼჄ๙෯෦ඁ෫ඁඁඁ෮෯ ႦႭႠϷ< ჄႠႠႻ ჽჼჼႦႭჂႵჼჂჼႦႨჼႮႳ ႶႼႶႠჁႵႻ, ႠႱჼႭ ႭჂႭႭჼჼჄႱႱ ႭჼႠჃჼ ႭჼჼႦႭჂჼႽ ⊲ႠჼႱჼჼჄႱჼჂႠ.

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department could do is to really look at their casual employment and if there are any beneficiaries there who are qualified to be in a casual position, you should direct appoint them. That will increase your numbers of indeterminate Inuit working in their own communities. That's one of the first things, I think, you can do.

It's fine and dandy to have all the stats about the market labour and all that, but when it really comes down to communities, it's about talking with people and getting them interested in the positions face to face. Thank you, Mr. Chairman. That's it.

Chairman: Thank you, Ms. Angnakak. It's more of a statement and the department does have letters of authorization powers in their hand. I will leave it at that. We will take a 15-minute break and we will come back. Thank you.

>>Committee recessed at 10:25 and resumed at 10:43

Chairman: I would like to welcome everyone back. I have no more names on my list. I just have a follow-up question for the department. Earlier, Mr. Ojah had mentioned that there are seven criteria of competency levels for employment for social workers. I guess my initial question would be: are these academic criteria or maybe if he could list out the seven criteria, it may help me with my next question. Thank you. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. I will ask Mr. Ojah to expand on those criteria for you. Thank you.

Chairman: Thank you. Mr. Ojah, please.

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Mr. Ojah: Thank you, Mr. Chairman. The seven areas of required competency for this presentation as an appointed social worker, I have not got a copy of that document and we would be more than happy to make that available to the Committee.

It's a combination of both functional as well as academic requirements. It focuses upon preparing the individual staff for hands-on practice in the community. It covers the heart of the entire exercise. It focuses upon the integration of Inuit societal values into the nature of the work we do and strategies as to how we must incorporate that into the services that we deliver to the community.

In addition to that, there are sections, just by memory, on legal processes, a section on prevailing legislation, and so on, but we would be happy to provide an actual copy of the competencies to the Committee. Thank you, Mr. Chairman.

Chairman: Thank you. I look forward to receiving that list. I guess my next question then and without that list, it may be a little bit challenging for Mr. Ojah to answer this, but I'll ask it anyway. Forgive me, Mr. MacDonald, I will direct it directly to Mr. Ojah. What are some of the most common competency levels that are lacking for people who are working under a letter of authorization to full status as a social worker? Mr. Ojah.

Mr. Ojah: Thank you, Mr. Chairman. As one would expect, the areas of competency that are most critical to new staff coming to the department and generally looking at staff coming from the south would be improving their understanding or gaining a beginning of ϷʹϞ (ϽʹϞϟΛͿϚ): ʹϭͿϞʹϿϹϳϷ, ΔϷϒϨϷϹʹϷ. ϹΔL ϹϷϭϭ 7-ʹህϞΔϚ ʹϷϷϟͰϧϷϒϭ;ϲϚ ϹʹϨϘϷͺLC. ϹΔL ΔϼϲͺͺϟϷʹϞΰϷϽϚʹϭϭϚʹϿϭ ϹΔL Ĺͼϼ ΛγϹϲϲϲʹʹϒϲʹϽϞυϷυϿϭϷ. ʹϷϷͿϐϼϚϧϷϹϚϿϭϷϲ ϹΔϷϭϭ, Ϸϭϭ ʹϷϷϟͰϧϷϒϭ;ϲ 7-ʹϞͿϞϪϚ Ĺͼϼ ΛγϹʹϒϲʹϷϲϚϿϭϷϐ ʹϷΔϹϷ;ϞʹϿϭϷϽϲ.

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The lack in that key area, I think, would be understanding the legislation that we operate under, the Nunavut *Child and Family Services Act*, and especially the most recent amendments that moved that legislation along in a more positive path and focused very strongly on the rights of parents.

We have, certainly in the past, been seen as, perhaps, being very arbitrary in the work we do, but the legislative and the court work that we do is the foundation critical to the services that we offer. Thank you, Mr. Chairman.

Chairman: Thank you very much for that response, Mr. Ojah. My final question on this topic is: have some of those challenges or the capacities that are lacking been communicated with Nunavut Arctic College to help them develop curriculum to achieve higher levels of success for the graduates into stepping into the workplace under the full capacity? Mr. MacDonald, if you could answer that one.

Mr. MacDonald: Thank you, Mr. Chairman. To answer the question, yes, there have been discussions, as I had mentioned previously, between our department and particularly child and family services officials with officials from Nunavut Arctic College on the redesign of that program.

Nunavut Arctic College is embarking on a process of ensuring that the programs are outcomes-based so that the outcomes from a course or from the entire program as a whole align with what employers, in ϔͻ ΔϹͼϫϪϹϤͼϧͼϲϽϦϾͼͼͼͽϞϷͻͿ ϷϟϤϭ ϷϭϤ ϤͼϹϞͼϷϲϫͼ ϤϹϷϞϪͼͺͼϷϿͼϧϷϹͼͼϞϷϞͼϞϷͼϲ ΔϿͼϧϪϭͼϹͺϹϪϹͺϹͼϫͺϽͼͽϧϪͼϲϲϹϧϷ;Ϲ ΔϲϹϿͼͺͺͼϭ϶ͼϲϳ;ͺΔͼϟϭϷϳͼ.

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| this case us, require of individuals in terms of skills, knowledge, and abilities. There has been some alignment there and that's really where we want to keep moving in that direction. Thank you. | ϽϚႱሲ°ႭჇႱႸϿႽͺĹჼჂ. ʹϭͿϞ°Ⴍ广ჼ. |
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| Chairman: Thank you, Mr. MacDonald. I thought that I would give you an opportunity to put your career development hat back on. At this time, I have no other names on | Δ•/«ϷϹ· • (ϽϞϷႶͿͼ): ·ͼͿϧͼͺϹϷͺϹͺϷϾϫͼ. Δ·ͼϧϫϪ; ϤͶͼϳϷϪͼϫϿͼϫϿϐʹϿͼ Lͼϫϲ ϤͶ;ϥͶͼϧϿͼϲͿϲ ϾͼϥϫϧϲͺͺϹϷϹϷϹϤͼϧͼͻϽͼϲͺ; 39. Δ. |
| my list for that section. I would like to move along to the compliance with key solutions, paragraphs 39 through 50. Do I have any names? I'll give everyone just a moment to get their notes in order. | ᡣᠻᡃ᠊ᠴ᠋᠋ᠨ. ᠙ᡅ᠋᠋ᠫᡘᡃ᠋ᢩᡄ᠉᠋ᢄᡃ᠖ᡕ᠋ᠺ᠋᠋ᠬᡠ᠋ᢆᠥ᠋ᢓ᠋ᡘ᠅ᢕᡐ ᠋᠋᠄ᡃᠦᠴ᠘᠋᠅᠋᠘᠄᠅᠄᠋᠉᠋᠄ᡔᠻᢣᡃᡳ᠋᠋ᠯ᠋᠘᠅ᢣ᠌᠉᠂᠕ᡣᡳ᠍᠊᠍᠆᠘᠅ ᢂ᠋᠃᠃᠃᠃᠃᠃᠃᠃᠃᠃᠃ |
| As there are no names on my list, maybe I'll start the ball rolling a little bit. I have a couple of questions and it's relating to a partial comment from Mr. Ojah, but this is, I think, a more appropriate section. When it talks about recognizing some of the shortfalls for client management files, the department stated in 2011 that all the files were up to date. I believe that this review of the original audit proved otherwise. | ŰႭႠ ◀ႶჼჃႶჼႦ°ჼႶ°ႭĹ ϹΔĹ ۸ՐჃᡄϷჼᡄჼႱϪ. ϹΔĹ ϷႭ ለነჃႶႶʹͻͿ, ΓʹϹ Ϸ;Ϟ ϷჼႦϷ;ʹჼႦჼႶʹ·ͻͿϚ ϷϭϤ ႶႶናჼჼϹϷ;ʹϹͼ ΓჼϞϷϹϷჼႦჼႺჼჼჂϪϚ, 2011-Γϳʹჼჼ ΔϼϲʹͺϷͽϭ ϤʹϞͿͱĹႶϭϚϪϲϷჼႱϹ. Ϲʹʹ≪ϭϲ Ͻϼ;ϒϤͼͱ;ͿϲϲͽʹϺʹ·ͻϹ ϥ;ʹϼͼʹϲϪϷʹ«ϲ ϹϪĹϪ ^ͼ ʹͺϼϲͻ; |
| Maybe the department could kind of describe a little bit further on what some of these barriers are to keeping these client files up to date, maybe it may help me with my next question. Mr. MacDonald. | Ϲ ^ͱ ϐϤϷͽϧϲϫͼϫͼϒϞϳͼͺϫϭϫͺϹϭͽϥ Ϥ;ϿͱͳͶͼϫϲϫͼϫͼϫϲϫ Ϥ;ϿͳϒϫϤͼϼͼϲϫϲϫϲϲϫϲ |
| Mr. MacDonald : Thank you, Mr. Chairman. When that update was issued, I think that the department at that time was being truthful in that they felt that their client files were, at that time, updated, but as you indicated, there can be issues over time, particularly with employee turnover, lack of an IT system, all of these things that we discussed at | L°Ċϼ [•] (ϽϞϡ∩Ϳͼ): ናਰታ° ሲΓ ⁶ , Δ ⁶ γ «ϷϹ ⁶ ⁶ , CΔL Ϸσσ Δ ^C ⁶ [*] ህ ⁶ ⁶ ¹ ¹ ⁶ ¹ ¹ ⁶ ¹ ¹ ¹ ⁶ ¹ ¹ ⁶ ¹ |
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| some length. I think that in the interim, in some cases, to be honest, we have slipped and fallen a bit backwards in some of that regard. To be perfectly frank, I think that's the explanation that I would give you. Thank you. | ፞፞፞፞፞፞፞፞፞፞ ຼຼຼາຍ ርΔ ^ϧ /Lσ. ርΔLল |
| Chairman : Thank you, Mr. MacDonald. What are you doing right now, today, to alleviate some of those challenges? Mr. MacDonald. | Δ৽៸《ϷϹ· ·• (ϽϞϷႶͿϚ): ʹͼͿϧϐϫϹϷ·, ϹʹϹ ϹϷϹϿϚ. ϹϐϫϲϚͺʹϐϿϪϲϹϷʹͽΛϟ, Ϥʹ·ϷΡϹϤʹϭϭϤʹ·ͻͿ ϹϹϐϫ? Ϥʹ·ϷϼϹϥϿϿϲϧͺʹϐͽϿϛͼͺʹϷϿϪϲϽϭͺϪϟϹϪϟ? ϹʹϹ ϹϷϹϿϚ. |
| Mr. MacDonald : Thank you, Mr. Chairman. As of the moment, what we have tried to do is ensure that particularly our supervisors have an understanding of what a case file should look like, what information it should contain, and how to maintain that file. That's, I think, probably one of the key efforts or focus of efforts for the department at this point in time. I know that you're focusing on right just now. | Lϲ΄ϼ· (ϽϞϷͶͿ·): ·ϭͿϒͽͺϮϷ, ΔϷϒϘϷϹʹϷ. ϹΔL Űͺ ΛͺͺϫϤʹϷϟϹ;ϤϲͺϤʹϞϧ;ϷͽϘ; ϤϷͺͼʹͶϷϘͼ ϽΡϟϤʹͼͿʹ·ϼϚ, ·ϧϿΔϚϽσϷ ϤʹϞͿ·Ϲ·ϺϥϷ;Ϲͼ ·ϧϿΔϚϽϭ ΔϿϲ·ʹϷͽϽϚϷ·ϹͺϞϳϹ Ͽͼϲ΅ϭ ͶͶϚʹϷϹϷϘʹϲϤʹϷʹϹʹϷϽϚ ʹϷϚͶ΅ϭ ϿϹʹϷϧϭ ΛϟϹͱʹϹͺʹϾΔϹ°ͺϿ·ϷϚϿ ͼϿͼΔϟΔϚͶϤʹϿϭ. |
| In terms of the action plan, we're looking at developing more training specifically on this area and also incorporating more internal auditing capacity to be able to go and to direct our supervisors, when they do the community visits or when they review files, that they're actually checking to make sure that all of the contents and the necessary information is there. Thank you. | ርΔL୯ ϷႭ ϽϚႱႭᢣϷჃႱጳΔና ለኦላበዮ-ჂჃ Δ୯°σላჼჼႶႠϷቦላጵና ៧୮√σჼჼჄϷႱႠჿ ለ୯ႭϷና ለ୯ႭϷႠჼႦჂႺ ΔჲႠႭႦჼႧ ႠႦჃჾႦ ჲႠჼႼႭႦႦჾႯჂႶჼჿ ჲჲ๙ႦႺჽႦႱ ჼႦϷჂჄჼႦჼႠჼჃႺჂႶჼ ϷჃჃ ჃϷႺჼႶႦႦჾჼჼჄႭჼ ႠႱჼჃჃ <Ճ<ኛ ჃႦႱႱႶናႶჃჼႱႦႱჿ ჼჃჂჼႭႠჼ |
| Chairman : Thank you, Mr. MacDonald. I do have a couple of other questions, but out of respect for my fellow Committee Members, I do have a name on my list. Ms. Angnakak. | ΔºፖՉÞርጭ (ጋኣትበጋና): ናժታ°ዺ广፟፟፟፟፟, ୮ኑር LŀĊ፞፞፞ፚና. ዻለሲላĽ ^ֈ ୮ጚ ^ኈ Ⴑ የረላσ ይበLኦኦናይበႱ ለልኮኣናቴጮበኈ፟Ⴑናσዻናኮਰ |
| Ms. Angnakak : Thank you, Mr. Chairman. I would like to speak a little bit about out-of-territory care facilities. I think that you promised to get back to us yesterday on the \$10 million. I'm | ፋኈሏь™ (ጋኣ፞ኦበሆ): ነሪታ°ዺቮኑ, ፊኑፖዊኦርጐ. ም፦ ጉኦበነቴሁሬ ይሏ° ፈንደላጐሁ ወዲዎና ፖርር መ ቴደቦታኦሚናጋσኑ, ላዛሬ ጋር ሮ ፈልና «አጭምትር ኦርኦዛሬ ጋየፖር ላር ኦነ ጋበ ነቴኦኦቴ ይል መና አር ኦናልና ኦሚና በዮ መ\$10 ୮ ር ላጋጮጋሙ ኦቴኦ ኦናቴሎ በና ጋር. |
| | 4ጋኈርዾኈርኈበኁጋቡ ዾዾፇኁ ነሩርው $bLኦ.$ |

| thinking that some of that \$10 million | ᠋᠂᠋ᡃ᠋ᢑ᠆ᠴᡄᢄᡷ᠈᠘᠕᠘᠕᠘᠘᠘᠘ |
|--|--|
| will probably be used by out-of-territory | 0F°U®0CP7L<6 CLbd5 A2070 |
| 1 1 1 | ٢١٣ ٥ ٦ ٦ ٢ ٢ ٢ ٢ ٥ ٢ ٢ ٢ ٦ ٢ ٥ ٢ ٢ ٢ ٦ ٢ ٥ ◊ ٢ ٥ ٢ ٩ ٢ ٩ ٢ ٩ ٢ ٩ ٢ ٩ ٢ ٩ ٢ ٩ ٢ ٩ ٢ ٩ |
| care facilities. I'm wondering: how many | |
| contract services do we have with | |
| outside-Nunavut entities that provide this | |
| kind of service? Thank you, Mr. | |
| Chairman. | |
| Chairman : Thank you, Ms. Angnakak. Mr. MacDonald. | Δ•/≪ϷϹ· • (ጋኣ̀ኑ∩Jና): ናd۶°உ广ঁ•, ୮ፖ √∿உԵ [®] . ୮ ^៶ ር ∟יכ໋ഛና. |
| | ᠘ᡃᡄᡄᢅ᠙ (ᠫᡃ᠋ᡪᢣᡣ᠋᠋᠋᠋ᢣ᠋ᢄ᠂ᢅᡆᡃᢞ᠌᠌ᡆ᠋᠊ᡏᡃ᠈,᠘ᡃᢦᠠ᠙ᠵ᠋ᡬᡃ᠋ᡃ᠈ |
| Mr. MacDonald : Thank you, Mr. Chairman. I would like to thank the Member for the question. I will ask Mr. Arnold to respond to that question so that you can have a bit more detail on that. | ^ና dታ°ዺΓ፞ዖĽ፞ጏጏ ር፟°ዺ ላለሲ ^ዸ Ľና. ር°ዺ ላፖ°ഛ ዖኦንኦኦበ°σላናነਰ ΔጋርናኮኦናቲΓጚσካ ዖኦንኦኦσላናልና. Γነር ፈ፞፞፞፞፞፞፞፞፞፞ |
| Thank you. | Δϧϟ≪ϷϹ;ϧ (ϽϳϞϒͶϽϲ);ͺϩϥϟϧͼͲ <u>ϲ</u> ͺͺ |
| | |
| Chairman : Thank you. With a little bit more detail, Mr. Arnold. | |
| Mr. Arnold : Thank you, Mr. Chairman. Thank you for the question from the Member. We presently have 64 contracts, therefore, 64 children and youth in placement outside of territory. Thank | ၨἀ، (ϽϞϞႶႮና): ˤdϞᅆႭ广ʰ, Δʰᠯ᠙ϷϹ́Ⴊ, Ϥၬᠴ ˤdϞᅆႭ广ʰ CLᅆႭ ϤヘႪdႶՐϞჼσ. ĹᅆႭ 64-ơႦ ႦႽჂናႩჄႨႾႵႮና, 64 ィჇァϳς, LʰdϽ·ᠴ ᲮLՐϞϷၬLC ഛႭዎና ᆉᡄĊσ. ˤdϞᅆႭ广ʰ, Δʰᠯ᠙ϷϹʹႪ. |
| you. | ∆•୵≪⊳ር∿ (ጋኣ̀ኑ∩Jና): ናdᢞ᠌ᡅ᠋ᠮᢆᡃ. ୮୵ ^៶ ⊲∿ᡅ᠋ᠪ ^ᢛ . |
| Chairman : Thank you, Mr. Arnold. Ms. Angnakak. | ⊲∿௳Ხ ∿ (ጋኣ̀Ბ∩Კና): ˤdদ≏ഫ广ʰ, ∆ʰ૮᠙ϷĊˤʰ, ⊲ၬ∟౨ |
| Ms. Angnakak : Thank you, Mr. Chairman. Thank you for that answer. Can the department tell us where these facilities are located? Thank you, Mr. Chairman. | ^ና dታ°ዺ广 ^ኈ , ዖኦႱልና. ዺ፞፞፞፞፞፝፞፝፝፝፝፝ ዺ፞፟፟፟፟፟፟ ይĽቦ፟፟፟፟፟ኯዾጜዾናውርጭጋና? ና፟፝፝፝ ሪካዮዾልዾናውርጭጋና? ና፟ |
| | ∆⊳/≪⊳ር∿ (ጋኣ̀≻∩Jና): ናਰ⊁⁰ዹ广். ୮∿ር LၑĊ፞ഛ. |
| Chairman: Thank you. Mr. MacDonald. | |
| y | ᠘ᡃᡃᡬᠴ᠋ᢩᡄ (ᠫ᠋ᡃᡪᢣᢕ᠋᠋᠋᠋᠋ᢣ᠋ᢄ᠂ᡆᡃ᠆᠋ᡆ᠋᠋᠆ᢣ᠋ |
| Mr. MacDonald: Thank you, Mr. | <u>نا الم</u> الم |
| Chairman. Currently, we have contracts | 6°ϽϚͼϟϟͿͺϟϤϾ, ΔϿϹ;ϷϷϥϿ϶ϧͼ·ϽϾͼ, ϒϟϹͿϧ |
| with facilities in Ontario, Manitoba, | 0 54772(0. ΔΞC 02057 50 7((207 ΠΠ%bσ% %bΔ<β<β |
| · · · · | |
| Alberta, and a number of southern | |
| jurisdictions. We can certainly provide | |
| some more detailed information about | |
| those jurisdictions or those locations at a | |
| | ᠈ᡃᡆᢣ᠋°᠌᠘ᡃᢣ᠙᠋ᢂᡬ |

| later date if you would like that. Thank | |
|--|---|
| you. | |
| Chairman : I believe I can speak for the Member and say that we would like that. | Δ^ϧ/«ϷϹ·ͽ (ϽϞϞႶͿϲ): Δ΄, ϹΔ ^ϧ dσ ^ͺ ϧ ΛJLϞͿϚ. Γ៸ ^៶ Ϥ ^ͺ ͺͺϼͺϧ. |
| Ms. Angnakak. | Ⅎ∿௳Ხ∿ (ጋኣ̀ᲑᲘᲙኑ): ኀᠯᢣ°ႭႠჁ, ⊲ၬL೨ ኀᠯᢣ°ႭႠჁ, ∆ჁჄ≪ϷĊႪ. ር∆L ርၬL᠈ϧঁ∿Ր⊂∿Ⴑ ሥ、ጋ |
| Ms. Angnakak : Thank you, Mr. Chairman. Am I correct to assume that the issue I brought up in the House last spring regarding the group home here, the closure of the group home, and the children were sent down south somewhere, out of the 64 contracts, would they be part of these contracts or is this something different? Thank you, Mr. Chairman. | ϷΛ·ჼ·ႱϞϲϷʹჼ϶ϽϚΔʹϐͻ·ϿϲʹϟϟϒϿϚϐͰϹͰϷϐͼ ͰϽϞϷϲϷʹͼϟͰϤϚϹΔͼϭϤͻϲϟϟϭϥͻϪϚʹϐ·ͻͼ Ͽϥʹ·ͿϾϿϔϷϹ·ͻϹϹͼͺϪϲϹϞϷʹϐϹϷϲϷʹͼʹ ϐ·ϽϚͼϹϷϟͰϞϿϚͺϷʹʹϘϿ·ϭϚʹϐͻϿϹʹ·ͿϘ? ;ϭϟ·ϥϹͼ;ͺϪͼϟϘϹʹͼ. |
| Chairman : Thank you to the Member. Mr. MacDonald. | Δ•/ペϷϹ· • (ጋኣኦ•dና): ናਰአቀዉቮ• LᠸႱႠϷኈሰ. Γ·Ϲ L ^ϧ Ϲ໋ഛ. |
| Mr. MacDonald : Thank you, Mr. Chairman. I will ask Mr. Arnold to respond to this question so that the necessary detail can be provided. Thank | LゥĊᠴ Ϛ (ጋኣ፞፝፝፝፝፦ ነ፝፝፝፝፝፝ ሪካት ወር የግሪ የምር የምር ነው። የኦበዮ ወረ የቀባ ርካት ግን የመንግ የምር ም መንወ የምትት መድ ወረጉ የማይ የምር |
| you. Chairman : Thank you, Mr. MacDonald. | Δﻪ/≪ϷϹ· Ϸ (ጋኣኦካሪ፡): ናਰኦ≏ዾ፫ኯ ୮ነር ୮ሶር ⊾ር⊃ና. ୮ነር ⊲໋ຼວ. |
| Mr. Arnold. | ዻ፞ዾ (ጋኣኦካሪን: ፣dታ°ዉ广ካ ΔካፖペϷርʹዀ. ሷ,. ፟፟፟፟ትጋናካርዾናbϷርϷረL៹ዾዀጋምነታላ, Ϸペσ |
| Mr. Arnold : The answer would be yes | 0 24°CP'0PCP7LCP'020°09, P80 771°d&PcP%D% 66_36_0 |
| for those who were previously in the | |
| group home who went south. They would be part of that 64. Thank you. | ϳͼϿϚϷϾϷͼϷϲϷͼͱϟͿϤΓϞͼͺϹϪͽϥϥͺͺͼϥϧͼϫϹϷͺ |
| Chairman: Thank you for that response. | Δ৽៸≪ϷϹ ናኈ (ϽϞϞϷϭϲ)։ ናϭϧឩϲϮͽ, ΓϞϒϞ ⊲∿ႭႱናͽ. |
| Ms. Angnakak. | ዻኈ፞፞ዾ፟፟፞፞ ኴዀ (ጋ፟፟፟፝፝፝፝፝ኯ፟ኯ፟፟፟፟፟፝፞፞ጏ፟፟፟፟ኯ፟ ርፚ ^៶ /ረፚ ርL፝፞፞፞፞ ር L፝፞፞፞፞፞፞፝፞፝፝፝ |
| Ms. Angnakak: Thank you, Mr. | ⊳⁵७⊳≀∿∩՟⊃∩⁵₫ \$9.5 ୮⊂⊲° \$10 |
| Chairman. Now, at the time when we | ᡏ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| were discussing this in the House, the | ۲⊂ݢݺ ⊲⊳ﺩﺩ⊮∩с⊳ᢞ כ∆∿ݠ ĹϽᡃ᠘٩. |
| department stated that it was a \$9.5 | |
| million and something, almost \$10 | |
| million was sent out of territory to these facilities. Now I know that they're the | |
| same group of children. I would assume | |
| | ᠖ᢄ᠈᠘᠆᠉ᡷ᠘ᠴᢗᡃᢐᠯ᠋ᡧ᠋᠘ᡱᡆ᠘ᡩ᠘ᢓ᠇ᡄ. \$10 |

| that the \$10 million that I referred to | ᡏ᠋ᡄ᠋᠋᠆ᡗᡄ᠘ᢄᢞᠧ᠘᠈ᡔ᠋᠕᠆ᡁ᠘᠉᠋ᢆᡩᡄ᠘ᢄ |
|---|---|
| yesterday is used to contract these out-of- | ᠴᡆ᠋᠀᠂᠘᠆᠘ᡱ᠈᠆ᡆ᠘᠉ᠴ᠘᠆ᡱᢁ᠆ᢙ᠉ᠫᡗ |
| territory care facilities. Thank you, Mr. | ᠈ᡃᡆᢣᢩᢁ᠋ᡤᡃ᠈᠋᠘ᡃᢣ᠋᠙ᠵ᠋ᡬ᠋᠋᠋᠄ |
| Chairman. | |
| | Δ•/ኆϷϹ ና• (ጋኣ፞冷ካሪ): ናd۶°உ广ካ Γካረካ ⊲∿ዉԵናኮ. |
| Chairman: Thank you. Mr. MacDonald. | ۲ [,] C L [,] C. |
| , | |
| Mr. MacDonald: Thank you, Mr. | ᠘ᡃᡄ᠋᠋ᠴᡄ (Ͻᡃᡪᢆᢣᡃ᠋ᠳᡄ): ᠋᠂ᠳᢣᢀ᠋ᡄᡏᡃ ᠘ᡃᡟᡘ᠙ᠵᢗ᠋᠅᠋ᡃ |
| Chairman. Thanks for the question. I | ჼdᢣᠲᢩᡆᡏᡃ᠋ᠴ ᢗ᠘ᠲᡆ ᢀᡣ᠋᠍ᠬᢛᠯᠺᡢᡶ᠋᠋᠈ᠳ᠘᠖ᡆ᠋ |
| think that the \$10 million, if I remember | ᡏ᠋᠆ᡆ᠋ᠲ᠋᠘᠄᠋ᠳ᠔ᡔ᠘᠘᠋᠆᠆᠘᠂᠆᠆᠘ |
| correctly, that was referred to yesterday | ᢦᡃᡄᡃ᠋᠋᠕ᡄ᠋ᡅᠣᡃ᠋᠋᠋ᠴ᠖ᢦ᠋᠋᠋ᠫ᠋᠋᠉᠋᠋᠋᠋᠋᠋ |
| | ᠌ ᡏ᠆᠕᠆ᡁᡄ᠋ᢧ᠈ᢣᠣᢩ᠈᠘᠄᠉ᠫᡁᡄᠴᡆᢓ᠋᠈᠘᠆ᢕᠴ |
| was actually \$10 million for | ⊲⊃ ⁶ ⊃ ⁶ > ⁶ >⊂√√. Δ, CΔ ⁶ d°°10 |
| administrative funds. We have another | Γ⊂Φ ^e |
| amount of funds for out-of-territory care, | |
| for example. I just want to be clear that I | |
| don't think that's the number, so it would | |
| be a different amount of money, a | |
| different budget. Thank you. | Δ•/«Ϸር ና• (ጋኳት•dና): ናਰት•ዉ广• ጋዖረዉና•ታ²Lና. |
| | Δ·γ <ν⊂ () \γ'0'). ()γ (Li ')γγ(L''γ'). Γ'γ' ⊲∿αδ®. |
| Chairman: Thank you for that | |
| clarification. Ms. Angnakak. | |
| | ዻኈ፞፞ዾጛኈ (ጋ፟፟፟፟፟፝፝፞፝፝፞ጏኯ፟፟፟፟፟፟፟፟፟፟፟ ፟፟፟፟፟ |
| Ms. Angnakak: Thank you, Mr. | ישטי (שראיטי): יטא עוי שיארערני. ע, ילאיםרי⊃ כיים פשעעקייס. כינניאראיא |
| Chairman. Thank you for clarifying that. | 07 α · · · · · · · · · · · · · · · · · · |
| In the auditor's report, it stated that these | |
| out-of-territorial facilities weren't always | b°ϽϚϷϹϷϟͰͺϟϚΔϞϿʹϭͿϽʹϷϚ |
| assessed to make sure that the way that | |
| they run their facility is up to standard, | |
| that they have all the proper measures in | ᢗ°᠙ᡠ°᠊ᠣ᠋᠋ᡪᠮᡃᡄ᠋ᠺ᠆ᠴᡣᡅ. ᠘ᠴᡄ᠋ᠬ᠋ᢣᡃᡆᠲ |
| place, and that the department wasn't | ᠕᠆᠋ᡅᠺ᠋ᠬᡆᠴᡃᠯ᠋ᡩ᠋ᠴᡃᠠ᠘ᢩ᠂᠈ᠮᢗᠴ᠈ᠯᡧᡆᠥᡃ |
| | ᠄ᡃ᠋᠋ᡋ᠋᠌₽ᢣ᠋᠋᠘ᡏ᠅᠘᠋᠋᠋᠋ᢍ᠘᠆᠋᠋᠋᠅᠘ᠴ᠘᠆᠋᠋᠋᠅᠘ᠴ᠋ |
| really doing a good job in making sure | ▷-¬L5 ،P, A, C, A, A, C, A, |
| and in doing these assessments and | ᢗ᠋᠊᠋᠆᠘᠆᠘᠆᠘᠆ᡁ᠆᠖᠆᠘᠆᠘᠆ᡁ |
| analysis. I'm wondering now: has this | ᠌᠌ᡔᠻᠡᢣ᠋᠋᠋ᡃᡷ᠋᠉ᠫ᠋᠋᠉ᡷ᠂ᠬᡰᡷ᠋᠋ᠴ᠋᠘ᡃᡟ᠙ᠵ᠋ᡬ᠉ |
| changed and, if so, how many times do | |
| you go to these facilities to ensure that | |
| the standards are up to par? Thank you, | |
| Mr. Chairman. | |
| | Δﻪ/≪ϷϹ ናゅ (ጋኣኦෳdና): ናd≻°ႭႠჾ. ୮ኁር LﻪĊഛና. |
| Chairman: Thank you, Ms. Angnakak. | |
| Mr. MacDonald. | |
| | ᠘ᡃᡄ᠋ᠴ ᢩᡩ (Ͻᡃᡪᢣᡃᡆ᠋ᠻ): ᠋᠂ᢅᡆᢣᢩᢁᡏᡃ᠋᠖᠘ᡃᡟᡘ᠙ᢂᢗ᠅᠋ᢆᢣ |
| Mr. MacDonald: Thank you, Mr. | ᠺ᠘ᡃᡆ᠋ᠴᢩᢨᡃ᠋᠋᠋᠋᠖ᢞᠫᠣ᠋ᢦ᠂᠘ᢩᡝᠵ᠋ |
| Chairman. I can certainly provide some | ᢀᠫᠲᡆᢄ᠆᠕᠆ᢗᢀ᠘᠕᠘ᡨᡄᡊᢣ᠈ᡆᠴᢗ |
| information about that. What the | |
| department has done is embarked on a | |
| fairly extensive effort to review all of the | |
| | ᠕ᡆ᠋᠊᠋ᢞᠡ᠘ᡃᡄ᠋ᡊᡃᠫ᠊᠄᠋ᡏ᠋ᡏᡃ᠌ᠻᡆ᠋᠍᠕᠋ᡄᢞᢧ᠘ᡃᠴ |

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| facilities where we would have children in care. That process is almost complete. | ᠘ᡃ᠋ᠴ᠈ᢣᡏᡄ᠋᠋᠘᠊᠋᠈᠆ᡘᢛ᠋᠔᠖ᠰ᠋ᡔᢂ᠘᠆᠘᠆ᢘ |
| We have actually had staff in person go to those facilities and conduct a thorough review of the facility to make sure that it is within acceptable standards. That process is almost complete and we're committed to making sure that any facility that we are utilizing continue to have an oversight process where we | ><< <p>><<<p>><<<p>><<<p>><<<p>><<<p>><<<p>><</p></p></p></p></p></p></p> |
| continue to check on that periodically. Thank you. | Δ•/≪Þር ᠬ (ጋኣ፞ኦቴሩ): ናሪኦቄሲዮ ୮ነር Lኮር፞ዾና. ୮ነረነ ⊲∿ዉႱኈ. |
| Chairman : Thank you, Mr. MacDonald. | |
| Ms. Angnakak. Ms. Angnakak: Thank you, Mr. Chairman. Thank you for the answer, but it leads me to my next question. When you say, though, "where we plan on," when you have some policies or procedures put in place right now to ensure that that actually happens, it's not something that you're just thinking about | Ϥʹ·ͺͺͺϷͺͼͺͺ ϷͺͺͺϽͺ;ϫϷϭϲ;;ͺ;ϥϫͼͺϹͼͺͺ ;ϥϫͼͺϹϪϹ ϤϒͼϥϹͱʹϿͺϷϷϦϐϚͺϹϪϹ Ϥϒͼ;ϥͶͼ;ϲ;ͼϧϫϧϫϾͺϲ Ϫ ΔϹϪϲϹϷͼϭϤͼϿϳϲϲϲϲ;ϒ, ϤϽϤͿͼ;Ϲ;ϷͼϧϹͱϳͼ Ϫ ϹϹͼͼϫϲϲϲ Ϸ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ |
| doing? Thank you, Mr. Chairman. Chairman: Enjoying that question. Mr. | Δ•/«ϷϹ· • (ጋኣኦካሪ): Ϲʹ·ϼͺ ϤΛ·ϧϤϲ ·ϥϗϤϧ. ΓͺϹ ͳϝϹϿϲ |
| MacDonald. | |
| Mr. MacDonald : Thank you, Mr. Chairman. Thanks again for the question. In terms of procedures currently, I will ask Mr. Arnold to answer that question and there are some procedures in place. | ^ና ነዋት ወር ነው የሆን |
| Thank you. | ∆ﻩ୵≪⊳८ና ۥ (ϽϞʹᢣ᠈ď،: ˤd۶°ݠᡤ॰ ୮ᢣᢗ ਵਂ⊉°. |
| Chairman: Thank you. Mr. Arnold. Mr. Arnold: Thank you, Mr. Chairman. Thank you for the question. The procedures would call for us to see facilities placed out of territory on an annual basis, so at least one visit per year. Thank you. | ἀό^ϵ (ϽϞ,>, 'd>,' a, 'b, 'a, 'b, 'b, 'b, 'a, 'b, 'b, 'b, 'a, 'b, 'b, 'a, 'b, 'b, 'b, 'a, 'b, 'b, 'b, 'b, 'b, 'b, 'b, 'b, 'b, 'b |
| | ⊲∿ଘр⁰. |
| | |

| Chairman: Thank you, Mr. Arnold. Ms. Angnakak. Ms. Angnakak: Thank you, Mr. Chairman. Clarification: is that procedure in place right now, you're using that right now? My follow-up question would be: do you do spot visits or is it something that you pre-arrange? Thank you, Mr. Chairman. | Ϥʹ·ͺͺͺͺ;ͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺ |
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| Chairman : Thank you. Mr. MacDonald. Mr. MacDonald : Thank you, Mr. Chairman. To the first portion of your question, that procedure is in place right now. Ongoing, we have instituted that. Part of the issue was we were initially, over the course of the last year, playing a bit of a catch-up game making sure that we had conducted an up-to-date visit of every facility. | L^ϧϹʹϼϚ (ጋኣኦበJና): የਰሃ°ዺቮ፝ ^ϧ Δ ^ϧ ፖ «ኦሮች. ፖዎ՟ሮጭሩች ላለጭਰበቦታΔና ዖኦቦላናጋህ, Ճ, Ľ° ርL°ዉ Lሮሁች ላጋጭርኦቶች ላካLጋ ላናናህ ላσህችፖLቲች. |
| To answer the second portion of your question, which I believe was spot checks, we have some scheduled, but there were instances where spot checks were conducted where staff would go and visit a facility, and I know of one in particular, in Ontario, for example, where that was done. Thank you. | ;;Ͽ Ρ;ϲͺϳϿͼͺϤͼͺͽͿͶͺͼͺͼϧϯͺϹͶͼϲͺϤ;ͳϿͺϽ;ϲͺϥ ϤϒͼͷϤͶϧϿͼͺϧ;ͼϷϷϭϪͼͺͺͺͺͺϥͼϷϧϥϭϥ;ͳϚ Ϸ;ϿϲͼͺͺϿͼϷϼϭϿϟͽ;ϢϲͺϤ;ͼϿ;Ϸϲϫͼ ϒϿϤͺϿϤͺϤϹϷϞͼϧͺϹϘͼͺͼϷϷϧϟͼϧϹϷͼϼͼͻͿϯͼ ; ͼϤϧͼͺϲͺͼ ; ΔͼϞϭϷϹͼͼͺͺϽ;;ϧϤϽͼ;;ͺ;ϥϧͼϭͺϳͼͺͺͺϹϧͺͺϤͼͼͼ |
| Chairman: Thank you. Ms. Angnakak. Ms. Angnakak: Thank you, Mr. Chairman. Can the department tell us how many spot checks they did on facilities out of territory? Thank you, Mr. | Ϥ·ͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺ |
| Chairman. Chairman: Thank you. Do you have a time parameter or just in general? Ms. Angnakak. Ms. Angnakak: Thank you, Mr. Chairman. Since 2011. Thank you, Mr. | Δ⁵/«ÞϹና ⁶ (ጋኣትበJና): ^ና ਰሃ°ዉ广 ⁶ . ^ና b ⁶ υ ⁶ d¯ ⁶ υ⊀୮ ⁶ ϤΛ ⁶ ⁶ d∩ ⁶ b ⁶⁶ Å ^c Ϥ ⁶ υͺϳ ⁶ č ⁷ ? Γፖ ¹ Ϥ ⁶ αϷ ⁶⁶ . Ϥ⁶αϷ⁶⁶ (ጋኣትበJ ⁵): ^ና ਰሃ°ዉϹ ⁶ Δ ⁵ /«ϷϹ ⁶⁶ . 2011- Γ ⁶ . ^ና ਰሃ°ዉϹ ⁶ Δ ⁶ /«ϷϹ ⁶⁶ . |

| Chairman | Δ•/ペレር፣• (ጋኣኦበJና): ^ና ሪታ°ዺ广•. Γ'ር L•ር፞ዾና. |
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| Chairman. | |
| Chairman : Thank you. Mr. MacDonald. Mr. MacDonald : Thank you, Mr. Chairman. I don't have a definitive answer on that. I don't have that information with me right now. We have to investigate to see what was done over | ͺͺ·ͺʹͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺ ϷϷͺϞ·ϼͼϫʹϒϚϽϞϦͺͺϹͺϹϽͺͿϞϦͺͺͺϪϚͺϚʹͼϤϺϷϧ Λ៸ͺϹͼϫϘϲͺϫϷϚ;ͺϷ;Ϥϭϲͺͺ2011-Γ ϷʹͺͺϫϹͺϳϫͺϦϛ;ϫͼϧϛͼͺϗϧ;ϥϤϹ;ͼͺϷ; ϽϷ;ϒϹϥϿͼͺͼ;ϽϞϦͺͺͼϥϧͼͺϲͺ; |
| the course of the timeframe between 2011 and the current review. Thank you.Chairman: Is that a commitment to provide that information, Mr. MacDonald? | Δ^ϧϟ≪ϷϹ ·ʹ• (ϽϞϷႶͿ·): Ϥ ^ϧ ՐʔՈՐᢣΔϿἀ Γ ^៶ Ϲ L ^ϧ ϹϿ ^ϲ ? L^ϧϹͻ· (ϽϞϷႶͿ·): Δ΄, Δ ^ϧ ϟ≪ϷϹʹ· ^ϧ . |
| Mr. MacDonald: Yes, Mr. Chairman. | Δ^ϧϟ≪ϷϹ ·Ϸ (Ͻ ^ϳ Ϟዶ∩J ^ϲ): ୮៸ ^{៲,} ⊲ ^ͼ ᡅ៦ ^{ͼϧ} . |
| Chairman: Ms. Angnakak. | ⊲∿௳Ხ ᠬ (ϽϞት∩Jˤ): ˤdəᅆ൨Րᡝ ∆ʰư≪Ϸᢗᡝჼ. |
| Ms. Angnakak : Thank you, Mr. Chairman. I'm going to go on a little bit. I want to talk about visitations, but more so on a child's living arrangements whereas the community social worker is required to meet privately with the child every four to six weeks to maintain proper documentation. I'm wondering: is the family always aware that a visit is going to be taking place or are there spot checks on foster homes as well? Thank you, Mr. Chairman. | Δυγαραίο (Οίλη 109). Ογ αι ο Δυγαραίο υγαι ο Δυγαγορίο Αναι ο Δυγαγορίο Αναι ο Δυγαγορίο Αναι ο Δυγαγορίο Ογαι ο Δυγαγορίο Ογαραίο |
| Chairman : Spot checks is the new word of the day. Mr. MacDonald. | Lሪጋና (ጋኣትበJና): ናሪታዲርኮ Δνረペレርጭ. Γ ⁵ ር |
| Mr. MacDonald : Thank you, Mr. Chairman. I will ask Mr. Arnold to respond to that question on my behalf. Thank you. | ἀώ· ᠙▷∩৽ᠳᡧᠺᢑᡃᡆ. ᠮᢣᡃᢛᢩᡅᡏᡃ Δ৽៸ᡧ▷ር৽৽ (Ͻᡃᡪᢣᠺ᠋᠋᠋ᢣᡗ᠄᠂᠔ᢣᢛᢩᡅᡏᡃ᠂ Γᡃᢗ ᠌ᡬ᠋ᢩ᠘ᡠᡕ |
| Chairman: Thank you. Mr. Arnold. | ♦♦♦ (٦٩٩هـ ٢٩٩٩ ♦٩٩٩): ۵۲٩٩ ♦٩٩ |
| Mr. Arnold : Perhaps if I could just clarify the question. Is it spot checks for those children placed in foster homes or | ⊲ለჼ•dር⊳ጚዀ, L▷Ⴍጋ∆°Ⴍዀ ჼb▷ኦኣሊ⊲ዀር▷ናbናርናL∿ὑር ለፖLናበልና ፖዖፖና ▷ኖዊ_ጏ°፞፞፞፞፞ኇና ⊲∿ቦናናሊታ▷ጚσ? ናdታ°Ⴍ广፟፟፟፟፟፟፟፟፟፟ |

| in family homes? Thank you. | ΔϧϟͺϘϷϹͺͽ (ϽϳϟϦϽϲ): ΛϟΓϲϦϐͺͼϿͺϭϧͺϼͼϳͼϧϽͼ |
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| | |
| Chairman: I believe the question was | ⊲∿ՐჼናኪᢣϷᢣ∆ና. Γ ^៶ Ϲ Ϥ໋៰ |
| foster homes, but I think family homes | |
| would also be appreciated as an overall | خمه (ک ^۱ ،۲۵): ۲۶، ۲۵ ماله ۵۰/۲۶ که (ک،۲۵) |
| answer. Mr. Arnold. | Δν (Jηλι 10): 07 αι ° Δνγ ΚΡΕ °. Δ, Νλιτική βαργιατική βαργιατική σταιαιατική σταιατική σταιατική σταιατική σταιατική σταιατική σταιατική σταιατική |
| | LPQDA°Q% ><%CP66C6L%UC. <\r\bD_Md |
| Mr. Arnold: Thank you, Mr. Chairman. I | |
| guess I want to be careful when I use the | $L \square \square$ |
| word spot check. I think it certainly | |
| depends on the situation. If we get reason to believe that there is a situation where | |
| | |
| there is immediate risk, then we will | |
| respond immediately, whether that child is in a foster home, a facility, or a family | |
| home. | |
| nome. | ᡏᡲᡄ᠋᠋᠋᠈ᠳ᠖᠘ᡩ᠉᠘᠘᠘᠘᠘᠘ |
| I think it's our practice where possible, | ᢗᡆᡃ᠋ᢞᠫ᠋ᡝᠦ᠋ᡝ᠋ᢠᡃᢆᠾᢈ᠋ᢄ᠈᠆ᠴ᠆᠋᠋᠋᠋ᢛᢗᠵ᠘᠋᠋ᡃᡋᡄ᠖᠉ᠫ᠉ |
| though, when we're working with | ᠘ᡃ᠋᠋ᢐ᠋᠆ᡔ᠋᠉ᡩᡄᢄ᠘᠋ᠴᡆ᠊ᡱᡩᡄ ᢗ᠋᠘᠋ᡃ᠋ᢐᡩᡗ᠆ᠳᢩ᠋ᠶᡆ᠋ᢤ᠘ᢗ |
| families and foster homes that we arrange | ᢗᡣ᠋ᡎᢛᡖᠴ᠋᠆ᢄ᠂᠙ᢛᠹᡆ᠋᠘ᡷ᠌ᡷ᠅ᠺ᠈ᢋᢕᡄ᠋ᠴ᠋᠋ |
| times to meet with them, that we | ᠋᠘᠌ᢂᠴ᠘ᢞᡆ᠋᠁᠘᠘ᢞᢛ᠆ᡔ᠋᠘ᡔᡆᢓ᠘ᡷᡆ᠋᠘ᡔᡆᢓ᠘ᡱᡆ᠁᠘᠘ᡔᡆᢓ᠘ᡱᡆ᠁᠘ |
| coordinate visits so that they are | ϹΔͰΔϤϹϲͺϤʹϧϧϧϧϧϲϲ;ͺ;ϥϧͼϭϯϧ |
| confirmed. It's obviously an opportunity | |
| to develop trust and build trust, but given | |
| the nature of our work, there will be | |
| situations where we go unannounced. | Δ•/≪Þር ᠬ (ጋኣ̀ኑስJና): የਰን≏ዺቮካ Γነር ∢፞ጔና. ୮ረኣ |
| Thank you. | |
| | |
| Chairman : Thank you, Mr. Arnold. Ms. | ዻኈዹьኈ (ጋኣ፞ኯበሆ): 'dፇ፝፞፞ዹ广፞፟ ^ኈ Δ ኯጞ፟፟፟፟፟፟ዾኯ፟ |
| Angnakak. | ᠵᡄᡅ᠋ᠫᡝᢑ᠖᠘ᢞᡆᢂ᠋᠖ᢧᢣ᠘᠘᠋ |
| Ms. Angnakak: Thank you, Mr. | |
| Chairman. I think I would like to look at | |
| the regular visitations as well. I know | ؇ [ٟ] ڶڬ [ۣ] ڽڎ ٛ؈ڮؗؗؗؗ؉ؚؗؖؽ؈ٛۮ؈ٛڔؾڂ؋ڎ ۵ؠؾ۵ ڡ۫ڶ؈ٵ؆ڹڷۥڹۮ |
| some people who foster children here in | |
| Iqaluit. One of the common comments | |
| that are made is that nobody ever comes | |
| from the department to ever go and see if | |
| they have moved house, yet nobody has | |
| gone to see to make sure that the new | |
| house is adequate for the children whom | ᠴ᠋ᡗ᠋ᠬ᠋᠋᠋ᡬ᠅᠋᠘ᡏ᠈ᡔ᠘᠖᠖᠙᠘᠖᠙᠘᠖᠘᠘᠘ |
| they are fostering. | ˤ৳Ϸᢣᡃ᠋ᢐ᠘᠋᠋᠋᠄bᡄᢄᡃᢑ᠘᠋ |
| In fact, they're the ones who call the | |
| department and say, "By the way, we | |
| have moved." When I see this and hear | |
| | ᠴ᠋᠋ᠺᠬ᠋᠋ᢛᠡ᠘᠆᠋᠋ᢛᠫ᠋᠅᠋᠋᠋᠋᠘ᡄ᠘ᡃᡄ |

| what you're supposed to be doing and | ᠊᠋ᡬᡃᢛ᠋᠋᠋᠋ᡏ᠙᠘ᢛᢗᢂᢞᡆ᠉᠆ᠵᡄᢆᡅ᠋᠊᠋ᡐᡧᠺ᠆ᡔᢛ᠋᠉ᢕ᠋ |
|---|---|
| then I know that on the other side, | ᠘᠆᠋᠋᠃᠖ᠳᠴ᠕ᢛᢕ᠆ᠴ᠕ |
| personally when I know people who | |
| foster children, there's disconnect there. | |
| What are you doing to address that? | ᠘᠋᠋, ᠘᠋᠋ᡃ᠋ᡄ᠘᠋ᡄ᠘᠋᠘᠋᠂ᡃᠣᠴ᠋᠖ᠴ᠘ᡃ᠋ᢆ᠋ᠵ᠆ᠬ |
| | ᡃ᠖Ϸᢣ᠘ᡃᡪ. CĹ᠋᠋᠊ᠣ᠘᠋᠋ᡃᠣ᠌ᠴ°᠊᠋ᠣ᠊᠋ᢗ᠘᠘᠋᠋ᡃᡉᡃᢈ᠋ᢗᡃ᠋ᡃ᠆ᠺ |
| Obviously, the visitations are not always | ᡏᢣ᠋ᢉᡥᠣ᠋ᡃ ᠴᡆᠧᢩ᠂ᠣ ᢗ᠘᠘ᡗᠫ᠋ᡝ᠋᠋ᢧ᠋ᡃ᠖ᡃᠧ᠉᠋ᡔᢣᠵᡟᢛ |
| happening the way they should be and I | ᡃ᠋ᡃᡖᠴ᠋᠅᠋ᡃ᠋ᡔᢓ᠋ᡣᡗᢣᢂᡧ ᡄ᠘ᡱᡅ᠌᠈᠂ᢅᡆᡰᢞᡆ᠋᠋ᡏ᠌ᡃ᠘ᢣᡘ᠙ᢂ᠋᠅ |
| know about Iqaluit. I guess I'm referring | |
| to it here, but if it's happening here, I'm | |
| sure that there's a possibility of it | |
| happening elsewhere. What are you | |
| doing to address that issue? Thank you, | ∆ﻩ୵≪ﻪ⊂੶੶ (ϽϞﻪ∩Jና): ੶ਗ਼ਖ਼°ႭႠႦ. ୮୯୦ LႦĊႭና. |
| Mr. Chairman. | |
| | |
| Chairman: Thank you. Mr. MacDonald. | ᠘ᡃᡃᡄ᠋ᢅᠴᡄ (ᠫ᠋᠋ᢣᡝ᠘᠋᠋ᡗ᠅᠂ᡆᢣᢩᢁᡄᡏᡃ᠋᠈,᠘ᡃᡟᡘ᠙ᠵᢗ᠅᠋᠃ |
| 5 | ᢄ᠅᠘᠂ᠮᢑᡄ᠘ᡩᢘᢙ᠉ᡔᡄ᠋᠕᠈ᡩᡅ᠘ᡩᢘ᠘ᢣ᠉ᡣᡄ |
| Mr. MacDonald: Thank you, Mr. | ٩٢ك [؞] ، ٢٠٥٦ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ |
| Chairman. In terms of visitations, it ties | |
| in some respects back to internal capacity | >૯૫વર્ષનંદર્ભવર્શના ૪૦૦ સાથે સ્વર્શન |
| issues, which we discussed already | |
| during the hearing. For this current year, | ᡃ᠋ᠳᢛᠫᢓ᠋ᡣᡗᠠᢣᢂᢞᢛ᠂ᢩᠯᢛ᠋᠋᠋᠙ᡴᡐᢪᡆᠣᢦᡃ᠋ᡗᡄ ᡄ᠋ᢪᡆ |
| what we've done is we've developed a | ⊴₽₽∿Ր⊂₽₽º. |
| business case, specific to Iqaluit, for | |
| example, to seek additional positions to | |
| minimize the amount of workload that's | |
| expected on those individuals so that they | |
| can have more time to be able to spend to | |
| devote to those other critical components | |
| of a job. So that's our intent, to address | |
| the issue in that respect. | ᠘ᠴᡄ᠋᠋᠋᠋ᡬ᠈ᡏ᠈ᡔᠴ᠋ᢧ᠋ᠣᢑ᠋᠉᠆ᠺ᠘᠋ᢧ᠋ᡬ᠆ᡔᢑᢄᡔ᠋ |
| - | ροι Cdy ⁶ D ⁶ CDσσ ¹ L ⁶ L ⁶ i. σηργοι ⁶ τα ¹ L ⁶ |
| Of course, we recognize that it's more | |
| than just having more social workers, it's | |
| also having timelines in place as well. So, | |
| we're doing some review of that as well | |
| to make sure that as we have these case | |
| standards and workload standards that we | |
| are talking about, that there are | |
| expectations that go along with those as | |
| well. | ᢄ᠘ᡃ᠋ᡰᡆ᠘ᠣᡄ᠋ᡊᢣ᠈ᡆᢩ᠊ᠴᡄ᠕᠋ᢤᡗᢣᢑᢩᡠ᠋᠕ᡔᡄ᠘ |
| | ⊲۶⊳∿ک۵ [٬] ۵٬۵۰٬ ۲⊲۲۲۵۰, ۲۹۹ |
| In many respects, it's a supervisory issue. | لەخلادە ھەكەر ئەد ، ئەلەھە ب |
| We need strong supervisors to be | |
| reminding employees and following up | |
| with them to conduct these other aspects | |
| | Δ•/«Þር •• (ጋኣኦበJና): ኀሪታ°፞፞፞፞፞፞፞፞፞፞፞፞ ና Ľ°Ć፞ዾና. |

| of their function. Thank you. | ୮ሥ ⊲∿∟b ^₅ . |
|---|--|
| Chairman: Thank you, Mr. MacDonald. Ms. Angnakak. Ms. Angnakak: Thank you, Mr. Chairman. Can I ask the department, and I thank you for your answer, but it leads me to ask; when do you think you are going to have that in place? Thank you, Mr. Chairman. | Ϥʹ·ͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺ |
| Chairman: Thank you. Mr. MacDonald. | LºĊᠴ ᡗ (ጋኣኦበJና): የਰሃ°ዺ广, Δﻪፖ᠙ኦርና ፣, የዾጋጭ Δጭbዺሷ፟፟፟፟፟፟፟፟፟፟አምር ወር፞፞፞፞፞፞፞ ወና ኦናክኦሪና ኦኖペጏዮጵና ለኖናር ላረበኮኣምር ወር፞ምር ኦናክኦሪናክሎለና? |
| Mr. MacDonald: Thank you, Mr. Chairman. To specifically respond, I guess I would seek clarification on what in place? New positions or processes or both? I assume both, probably, would be good? Sure. Well, we will be submitting the business case for this cycle. We are hopeful that we have made a sound case forward that will make the case possible for more positions to be in Iqaluit, for example. Of all of our caseload numbers for employees, their numbers are through the roof. They are quite high, as you are likely aware of. So, we see that as an urgent or critical need. So, while I can't commit to that being approved, I can commit that that case has been completed and we are submitting it in this cycle this month. So, that's a partial answer. When it comes to the supervisory responsibilities, we're working on that already. We've asked staff at all levels to put a priority on making sure that you're following up with your subordinates to make sure that they are doing these other aspects of the job. That's something that we are already responding to, in part | CΔ ^b dd Λ~~ ¹ ^k C ^k C ^k C ^k C ^k ² ^k |

| because of the recommendations of this | Δ▷/≪▷ርኈ (ጋኣ̀冾ቢሆ): ኀሪታ°ႭႠႦ. ୮ሥ ⊲∿ႭႦჼ ^Ⴊ . |
|---|---|
| audit. Thank you. | |
| y | ব∿௳Ხ ᠬ (ϽϞᡝᡝ᠒ᡃᡗ: ᠂᠔ᡃᢞᡆᡤᡃ, ᠘ᡃᡟ᠙ᠵ᠋ᡬ᠅. ᡤᠲᡆ |
| Chairman: Thank you. Ms. Angnakak. | Ⴢ∿Րლ∿Ს ⊲∧ჼᲫᲘՐਗ਼⊲ჼჼႠና, Ⴀ๎ჃჃ |
| | |
| Ms. Angnakak: Thank you, Mr. | ᡬᡃᢆᡰᡆ᠘ᡃᢛᡅ᠘ᢣᢑ᠋᠋᠘ᢣᢄ᠂᠘᠆᠂᠘ |
| Chairman. My next question or couple | \$6UDL4;Pierer 454c UJ4;Pere |
| questions I would like to ask is about | 「dケ ^e 血 广 ^b , Δ ^b イペトC ^c ^b 。 |
| ± | |
| fostering. Does the department have a | Δ৬/ペϷϹ ·Ϸ(ϽϞϟႶͿና): ·ϭͿϧͼϥϹϧ. ϹϧϹ ͳͽϳϿͼ; |
| limit on how many children a family can | |
| foster? Thank you, Mr. Chairman. | LゥĊഛና (ጋኣትበJና): ናਰንድፈርኮ, ፊዮረଉኦርጭ. ርልL |
| | Γ'C ϷϞ ΡΡίσσίες. |
| Chairman: Thank you. Mr. MacDonald. | |
| | |
| Mr. MacDonald: Thank you, Mr. | Δ•/ |
| Chairman. I will ask Mr. Ojah to answer | |
| that question. | |
| | |
| Chairman: Thank you. Mr. Ojah, if you | |
| could respond. | |
| L | |
| Mr. Ojah: Thank you, Mr. Chairman. I | |
| thank the Member for the question. By | |
| policy, the maximum number of children | ᠂᠘᠆ᢂ᠆ᡁ᠘᠘᠘᠘ᠼ᠅᠘ |
| who should be in a foster home, an | ᡣ᠋᠋᠋᠋ᠡ᠋᠋᠋᠆᠋᠋᠋᠋᠋᠋᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| approved foster home, is four. Certainly | |
| there are provisions that relate to children | |
| ± | |
| who are infants or are under the age of | |
| two, which reduces that number from | |
| four. The maximum number, as per | |
| policy, is four children per foster home. | Δ•/«Þር ጭ (ጋኣኦበJና): የሪታ°ዉቮ॰. የኦしልና. ୮ሥ |
| Thank you for the question. | ଏ∿ଦ_b ^{₅ь} . |
| | |
| Chairman : I thank you for the response. | ব°చర° (ϽϞληͿͼ): ᠂៰Ϳϧ៰ϥϮͽ, Δϧϟ≪ϷϹʹͽ, ⊲ၬLϿ |
| Ms. Angnakak. | ଽ୶୵ଢ଼ୄୄ୶୵୶୶୶୶୶୶୷୰୷୶୶୶୷୷୷ |
| | حەھ-۶-۲ ב-۶-۵ ב ^{אי} ל ۹-۵ באיל 8-ס |
| Ms. Angnakak: Thank you, Mr. | ᡣ᠋᠋᠋᠕᠆᠕᠆ᡆᢗᡃ᠋᠖᠂᠋᠋᠋᠖᠋ᢉ᠋᠌᠌ᢂ᠆ᡆ᠋ᡗᡃ᠉ |
| Chairman. I thank you for your answer. I | ∆ʰ୵≪ÞĊ́ʰ. |
| wonder, then, if I apply to be a foster | |
| parent, we have big families in Nunavut, | |
| and I have eight children, or five, or | |
| whatever, does that make a difference in | |
| the limit that you've set in your policy? | Δ•/ペÞር ጭ (ጋኣትበJና): የሪታ°ዉ广ঁי. ୮ [、] ር L °Ċםና. |
| Thank you, Mr. Chairman. | |
| J- | ᠘ᡃᡄ᠋᠋᠋ᡄ (Ͻᡃᡪᢆᢣ᠋ᡣ᠋᠋᠋᠋᠋᠋᠋᠋᠋ᡗ᠅᠋᠘ᡃᢞᢁ᠋ᡗᡃᢛ, ᠘ᡃᡟ᠙᠋ᡐᢗ᠋᠅᠂᠋ |
| Chairman: Thank you. Mr. MacDonald. | |
| | ݢᡃᢣ ᠻᢂᡃᡉ°ᠣᡄᢂ᠋᠂᠋ᡄᢂ᠅ᠸᢂ᠅ |

Mr. MacDonald: Thank you, Mr. Chairman. Sorry about that. I will ask Mr. Ojah to continue to respond to the line of questioning.

Chairman: Thank you. Mr. Ojah.

Mr. Ojah: Thank you, Mr. Chairman. That information is simply very valuable and is taking into account when we do our assessment of foster homes in terms of capacity, in terms of preferences. Certainly, the size of the family, the condition of the infrastructure, for example the number of bedrooms, the overall facility, and these factors are all taken into account to ensure the safety and wellbeing of children who we place in their care. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Ojah. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Thank you for that answer. I wonder at times have you exceeded that limit because you don't have enough foster care parents to take in the children. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. I will once again ask Mr. Ojah to respond. Thank you.

Chairman: Thank you. Mr. Ojah.

Mr. Ojah: Thank you for the question, Mr. Chairman. We have in fact had situations where unfortunately we've had to exceed the number of children placed in a foster home. But I must say in so doing we certainly look at the other factors that would relate to the safe **Δ•/<><**

Ϸ·ϧ (ϽʹϞϷΛͿϚ): ʹϭͿϧͼϫϹϳͼ, ΔͼϒϘϷϹʹͼ. Ϲͼϫ ϽϷϒϧϷͿͿϲͼͼ ΛͱͿϫϿͼ. ϹΔͿͼϫ ʹϧϷϷϞϲϲʹͼʹϧϲ ϹͿͼϭͿͼͼ ΛιμαʹϞͿϭͼͽϫϷϭϫͽϽϭͼ. ϹΔͿ, Δϲͼ ʹϧϿͶΓ ϿϹϚͼϧͼͼϧϿϲͼϫϿͿϲϲϽϲϲͿϫͼϫϭϲϿϲ ϟͻϒͼ ϧͿϲϧͼϲ, ϭϥϫͼϲ, ΔͼϒϘϷϹͼ.

Δ•/≪ϷϹ·• (ጋኣኦበJና): ነሪታ°Ⴍ广ϧ, Γ·Ϲ Ϸʹϧ. Γ૮ ⊲∿ႭႱ^{;ϧ}.

ዻኈዾьኈ (ጋኣ̀ኦ∩J^c): ^ናdታ°ฉ广^ኈ, Δ[▶]ፖ≪ϷĊ[·][™]. ^ናdታ°ฉ广[™]<ና ዖϷၬϹ. ርΔL Δċ°σ[▶]d^c Ċ°ฉ ^ናb[°]ዮ[™]CϷ^ֈ[™]ህペ ^ናb^c∩Ϸσ[∿]ቦ^c ፖንፖረ^c ለኦϷረ^c በJ⊲[®]ህ⊲^sb^sል^LJ^c? [°]d⊁°ฉ广^b, Δ[▶]ፖ≪ϷĊ[™].

Δν/«>C⁽) (), ⁽) (),

Lር፞ຼຼှှင (ጋኣኦበJና): ናਰአୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁୁ ኦነት የኦዮዮምርዮና.

Δ°7<PC[°] (Ͻ^ϳλ2∩J^c): [°]d5[°]a, Γ^vC Ϸ[']5.

Ϸ'ᢣ (ϽϞϷႶͿϚ): 'dϞ°ႭϮͽ, ΔϷϟ≪ϷϹʹͽ.

ᠻᡃ᠆᠋᠋ᠧ᠋᠋᠋᠋᠆ᠵ᠄ᡃ᠖ᠮᡣᢂᡔ᠋᠋᠆᠘᠘ᡨᠥ

| conduct and supervision of those children | ᢂ᠋ᠴᢀ᠋᠋᠅ᡄ᠘ᡄ᠋᠘ᡤᡣ᠋ᡃ᠋᠖ᡩᡄᠴ᠋᠋᠋᠆᠘ᠴ᠋ᢩ᠆᠆᠘᠆ |
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| and we also do the best we can to limit | ^ֈ ଗদি॰ഫ广ঁ৽, ᠘৸৴ঀ৾৾৴৾৾৻ |
| the extent and timeframes with regard to | |
| which those placements are maintained. | Δ•/≪Þር ጭ (ጋኁ̀ኦ∩Jና): የਰታ°உ୮்°, ୮୯୦ Ϸʹϧ. ⊲ᡤ, |
| Thank you, Mr. Chairman. | ୮ሥ ⊲∿ഘ്b™. |
| | |
| Chairman: Thank you, Mr. Ojah. Ms. | ⊲∿௳Ხ ᠬᠥ (ϽϞᡝᡝ᠒ᢗ): ᠬᠯᢣᠲ᠋᠘ᢑᡝᢁ᠘ᡏ᠖, ᠘ᢑᠠ᠙᠙᠙ᢗ᠅᠖. |
| Angnakak. | [•] የት°αΓ΄ [▶] የኦባላናልና. [•] ኦኦኦኮባላናናር Δ [•] ኦጋ°σ |
| | ∧_d™DF ⊲FUiLC CL⊎d⊲ |
| Ms. Angnakak: Thank you, Mr. | <u> </u> |
| Chairman. Thank you for your answer. I | ·ϧϷϧͽϼϤͼϧϲϲϧϤϿϤͼϧϽʹϲͺϹΫϝ |
| | ᡣᠨᢦ᠋ᡃᠡᢦ᠋᠋᠋ᡃᢐᢄᡨ᠋ᡅ᠄ᡃᢦ᠋ᡔᠣ᠂ᡏ᠋ᡃᡕᡩᠦ. ᢗ᠘᠘᠂᠋᠋ᡃᢑ᠋ᡬᡝᠶ᠋ᡗᠬ |
| think it's no secret that especially in | ᠂ᢆᡃ᠋ᡖᡄᢗᢛ᠆᠋ᡄ᠂᠙᠘ᢂᡔ᠋ |
| Iqaluit anyhow we have a real shortage of | ᢄᠴ᠋᠋᠋ᠳᢑ᠘᠈᠋ᡏ᠘ᢄ᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘ |
| foster homes. In fact, the department I | |
| think ran a campaign to try and attract | |
| more people to become foster parents last | |
| year. I'm wondering how often do you | |
| exceed the limit here in Iqaluit due to that | ᠕ᡃᢦᡗ᠊≪ϷϹᠬᡃ (ϽϞ᠈ᠺᡅ᠋ᢣ᠄᠂ᡆᢣ᠋°᠊ᡅᡏᡃ, ⊲᠕ᠬ᠈ᡃᡆᡤ |
| fact? Thank you, Mr. Chairman. | |
| | Γ'C Φά. |
| Chairman : Thank you for that question. | |
| I realize it is community specific but I | LゥĊഛ (ጋኣኦበJ፡): ^ና ժታ°ዹ广ካ, Δካፖペ⊳ርጐ. ⊲ၬL |
| would appreciate an answer on that | Γ'C Ϸ ³ ΡΡσσ ⁵ . |
| please, Mr. MacDonald. | |
| | |
| Mr. MacDonald: Thank you, Mr. | |
| Chairman. Once again I'll ask Mr. Ojah | Δ•/«Þር •• (ጋኣትበሀና): ናਰታ°ฉ广•. Γ [、] ር ▷ [,] ኦ. |
| to respond. | |
| | |
| Chairman: Thank you. Mr. Ojah. | ▷'ᢣ (ϽϞት∩J ^c): 'd⊁°ႭႠ ^Ⴊ , Δ ^ϧ ϟ≪ϷϹ ^{;ϧ} , ⊲ [⊥] L⊃ ^c CϷ ^{;ϧ} |
| Chair main. Thank you. Wit. Ofun. | |
| Mr. Ojah: Thank you, Mr. Chairman. | |
| Thank the member for the question. I | |
| 1 | ۵ ⁶ ح CL ⁶ d4 ۸۶۶۲۹۰۲۵ ک ^و د ک ^و |
| would suggest that that is an exception | ᡣ᠋᠋᠋᠋᠕ᠿ᠋ᡃᠣ᠋᠋ᠮ᠋ᢄᡩ᠙ᠳ |
| rather than the rule. At the present time | ∆ౕర౨°రా. |
| throughout the territory we have | |
| approximately 230 registered foster | |
| homes. Certainly as you know the | |
| majority of these are in Iqaluit because | |
| the majority of children being served are | ᢄ᠘᠋᠋᠘᠆ᡆ᠘ᠰᡏ᠋᠋᠖ᡩ᠆᠋ᢉ᠆ᡩ᠆ᠺ᠕᠆ᡧ᠘ᠴ |
| in Iqaluit. | ∠ᡄ᠆ᠳ᠈ᡏ᠘᠄ᡃᡉᠺᡄ᠘᠘᠋ᠴ᠆᠕᠘᠘᠘᠘᠘᠘᠘ |
| | Pdd د ^ی ن ۲۹۵۹CM دینک ۱۹۵ |
| I do acknowledge as well that over the | |
| past couple of years we have in fact made | |
| efforts to improve and step up on our | |
| recruiting requirements. We are, indeed, | |
| | |
| | ᡥᡥᡄ᠌᠋᠋₽ᢣ᠘᠋᠋ᡏᢦ᠋᠋ᠮ᠋ᡶ᠅ᢆᢗ᠋,᠂᠋ᡃ᠋ᡅ᠋ᠴ᠘ᠫ᠋᠋ᠴ᠋ᡐ᠙᠘ᠸ᠋᠆᠋ᠴᡥ. |

periodically short of appropriate spaces and this quite often is based on the fact that we do look at the best match in placement of children based on their needs and based on their situations.

Mr. Chairman, as you probably know, when we place children in care in Iqaluit and throughout the territory our first preference is looking at kinship, at extended family placements to ensure that children are safe and well cared for.

We will certainly upon the recommendation of the Auditor General, we will need to revisit and reinitiate some very stringent approaches to recruitment, not only in Iqaluit, but in the other communities throughout Nunavut. Certainly developing new and perhaps reinvigorated strategies that may encourage community responsibility in assisting us in this endeavour. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Ojah. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. I'd like to, you know, talking about the recruitment of potential foster families, when reading the report I noted in here it talks about criminal record checks and maybe that they're not always being done. I find that quite alarming that criminal record checks weren't always done on a regular basis. I'm hoping that you can inform us today that this has indeed changed. Thank you, Mr. Chairman.

Chairman: I thank the Member for that question. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. I'm happy to report that that is

Δ•/ペÞርና▶ (ጋኻኦ∩Jና): ናਰታ°ዉ广ঁ▶, Γ℃ Ϸʹϧ. Γϲʹ ⊲∿ዉԵናϷ.

Δ•/≪ϷϹ·• (ጋኣኦ•dﺩ): ናਰኦ≏ዾ广• ୮ኁ୵ኁ ⊲∿ዾъኈ. Γ·Ϲ LゥĊዾና.

| always done now and I would agree that's an alarming fact. Thank you. | Δ^ϧϟ≪ϷϹʹ· Ϸ (ϽϞͻϷϭϲ); ʹϭͿϧͼͺϲϳϲϧͺϹϒϲͺϹͼϲ ϭͼͺϼͺϧ |
|--|--|
| Chairman : Thank you, Mr. MacDonald. Ms. Angnakak. | বኈ፞፞ዾጛኈ (ጋኣ፞ዾካሪ፡): ናਰታ°፞፞ዾ广፞ኯ ፚኯ፞፞፞፞፞ጞ፝ዾፘ፞ዀ ናਰታ°፟፟ዹ፫፟ ^ኈ |
| Ms. Angnakak : Thank you, Mr. Chairman. Thank you for that answer. When a family applies to become a foster home, sometimes the family consists of adult children; do you ask them to have criminal record checks as well? Thank | Δ ^α Δ Σ ⁻ ¹ Δ ² |
| you, Mr. Chairman. | |
| Chairman : Thank you for that question. Mr. MacDonald. | LەĊএˤ (ϽϞϷϭϤ): ﻧּdᢣᠲᡅᡤᢦ ᠘ᢑᠠ᠙ᠺ᠙Ċ᠄᠃. CL୳୮೨৬Ċᠬ 18 ﻧﮯ ܐ৬ﻝćএ، ᠙᠙ᠺ᠖ᠬ᠑ CΔLᠲᡅ ᠬ᠔ᡔᢤᡕᢁᢗᠺ᠖ᢗᢗ᠉᠑ᡕ ᡤᡆᢣᠳᡅᠮ᠉ |
| Mr. MacDonald : Thank you, Mr. Chairman. Everyone over eighteen in the household has to have a criminal record check completed. Thank you. | ΔۥϞ«ϷϹ; _Ϸ ΔۥϞ«ϷϹ; , (Ͻϳʹϧϧϥϲ): ͺϥϧͼϭͺϳͺ, ͺͺϧͺϫͺ Δ, |
| Chairman: Thank you. Ms. Angnakak. | ϤͽͲϼϩϧ (Ͻϯᢣͽϥϲ): ͼϥϞͼϭϹϝͽͺϘͼϞϭϭϲͼͼ ϧϧϲϞϫϭϫͼϹϷϞΓϞͼͺͶϧͳϥ _ͼ ϧϽϲͺϭϷϚϲϞϧϽϲ |
| Ms. Angnakak : Thank you, Mr. Chairman. I want to just go on to the director's annual audit. In the report it says that the Department of Family Services directors were not performing | ΔϿϹͺͺϷͽϐϭͺͺϷͽϷͶͿͼϫͽΛͶϳͺϟϫϹͼ ͼϷϷϞϛͽϹϷͼϹͼͲ·ͳͼϳϹ;ͺͼϥϞͼϫϹͼͺϘϧϲͼ; |
| the annual audits. I'm wondering if you can tell us why that was not happening. Thank you, Mr. Chairman. | Δﻪኆኦርኈ (ጋኣኦካሪ): ኀሪታ॰Ⴍ广ゥ. ୮ ^៶ ር Ľゥር. |
| Chairman: Thank you. Mr. MacDonald. | Lሶር፞ഛና (ጋኣኦኦሪና): ^ና ሪታ [ຼ] ፝፞ዹ广፞ ^ኈ ΔኦፖペϷርና ^ኈ . የϷ·ϲͺͼር፟፟፟፝፝ የ፟ ^ዹ ዮናጋኈሁ ፟፞L ^ኈ ፞፞ <mark>ዹ</mark> ርΔኦሪ⊲ |
| Mr. MacDonald : Thank you, Mr. Chairman. I cannot give you a definitive answer at this point in time as to why our previous directors may have been unable to complete their audit. I do know that that has been done for this fiscal year. In | ϽΡ⅃ϤͽႶͼႶϷϷϞͼͺϪϿϲϲͺϫϷϐͼϭ ʹϐϷϞϞͺϿͼϹϟͶͼͽϞϹͼͺϧϲͿϲͺͼͺϲϲϧͼϥͼ ͼϷͻϞϹϭͺϿϤͼϧϲ·ͺͼϥϞͼϭͼͺϷͺϘͼϒͼ |
| fact, we will be sharing that audit as well. Thank you. | Δﻪ/ペϷርናゅ (ጋኣኣኦቴና): ናਰኦቄቪዮ ୮ኑር Lኑር፞ጔና. ርኆዹ ዮኄተርጭ |
| Chairman : Thank you, Mr. MacDonald. The next name I have on my list is Mr. | ୮ቦ°ኄታላኈ (ጋኳ፞ኦዾሪ): ናሪታ°ዺ广፞ ^ኈ ∆ьፖ≪⊳ር፞ናь. |

| Mikkungwak. | |
|--|--|
| | |
| Mr. Mikkungwak: Thank you, Mr. | |
| Chairman. My first question will be to | |
| the Auditor General's office. When we | |
| are looking at compliance and key | ΠΠϚჼჾϟĽϧϞቦͼσͽ? ʹϐϷϟĽͼϞʹͱϚϽϟ ϹĽͽϭϭϧ |
| standards, considering that is more | |
| relevant to documentation, my first | ٥٩٤٩ ٥٩٤ ٥٩٤ ٥٩٤ ٩٩٤ ٩٩٤ ٩٩٤ ٩٩٤ ٩٩٤ ٩٩٤ |
| question here would be; is whether there | |
| is lack of evidence on case files or | ᠄ᡃ᠋ᡰᡋᡔᡄᢄᢛ᠕ᢣ᠂ᢁᢣ᠋ᢅᠧ᠆ᡧ᠋᠋᠈ᡣ᠙᠋᠋ᡗ᠄ᠳ᠘ᡷᠧ᠋᠕ᡷ᠘ᢁᡔᡬᠴ |
| specific requirements that are not being | ^ና ሰሃ° ሲ ^ኮ Δ°7 «ኮርና». |
| met. Could you elaborate more on that, | |
| like on when you guys reviewed case file | |
| documentation, what was your | |
| determination on which particular case | Δ•/ペϷር ና• (ጋኣንትሪና): ናਰትድፈርኮ Γነር Γየድንታላጭ. |
| file to review. Thank you, Mr. Chairman. | Δ·γ < ΡC ··· (J-λ ² 07): 107 α[· · · · C · ΓΡ΄ · ΟΛ ··. Γ'C L ⁶ C.Δ ^c . LΓσα ⁶ , LC ^L \Ρ ^c σΔ γ <i>P</i> ^c σ ⁶ . |
| | $\mathbf{T} \in \mathbf{L}^{*} \subset \mathbf{D}^{*}, \mathbf{L} \in \mathbf{N} \cup \mathbf{D}^{*}, \mathbf{L} \in \mathbf{N} \cup \mathbf{D}^{*} \cup \mathbf{D}^{*} \cup \mathbf{D}^{*}$ |
| Chairman: Thank you, Mr. | ኣ⊳·≪∆ (ጋኣ፞ቇ፞፞፞፞ዻና): ፞፞፞፞፞፞፞፞፞፞፞፞፞ ፟፟፟፟፟፟፟ |
| Mikkungwak. Mr. MacDonald. Madame | Cd°وے، Cd°وے، Cd°وے، Cd°وے، Cd°وے، Cd°وے، Cd°وے، Cd°وے، Cd°وے، Cd°e |
| Salvail, sorry. | |
| | |
| Ms. Salvail: Thank you, Mr. Chairman. | |
| In every file we looked at, we go by the | |
| standards that the department has set. So, | |
| there are a few things that the department | |
| said that they have to do in the case file. | كە¢∩, دئے د۲۲% ∩_< |
| So, we go at them one by one. | ᢗ᠋᠆᠘᠆᠕᠆᠕᠆᠕᠆᠕᠆᠕᠆᠕᠆᠕᠆᠕᠆᠆᠆᠆ |
| | ۥ᠈᠋ᠣᢣ᠋᠋ᡝᢛᢗᡄ᠋ᠴᢗ᠆ᢗᡆᡃᠵᢛ᠋᠋ᠫᢛᢗᢂ᠖ᡄ᠆ᡆ᠆ |
| For example, if there are no visitations, if | ᠕᠄ᡃ᠋᠋ᡰᢄ᠆ᡁ᠆᠘ᢑᡆ᠋ᡜ᠆ᢗ᠆ᢆᢞ |
| a child is, for example, in a foster home, | ᠕᠆᠋ᡣ᠕᠆᠋᠕᠆᠆᠈᠆᠃᠘᠆᠋᠉᠆᠘᠆᠉᠆᠘ |
| there are very specific requirements as to | ᢗ᠘᠘᠋ᡗᠫᡝ᠋᠋᠋᠋ᡋᡃᢑᡄ᠌᠌ᡔ᠋᠋᠋ᢛ᠋᠘᠋ᢞᡗᡃ᠋ᢛ᠋᠋ᢧ᠋᠕᠋᠋ᡪᡄ |
| when you visit a child and at what | ᢗ᠘᠘᠋ᠫᡃ᠋᠖ᡃᡄᡄᢂ᠋ᢞᢦ᠘ᢩᢨᡳ᠘᠋ |
| frequency. So those are the things we | |
| would look for in the files, whether we | |
| see evidence that that child has been | |
| visited, and how often. So, sometimes, | |
| has it been reported? So those things | ᠕ᡄᢩ᠆ᠣᡃᢂ᠋᠅᠔ᠺᢂ᠋᠕ᡩᠺᠴᢂ᠅ᡔᢕᡃ |
| were not done. | ΠΠϚʹϷʹϹϲϷ ^ͼ ʹͲLC. CΔLΔϲ [~] υϽΔ ^ϵ α ^ϵ ͻͿ <i>ϳ</i> ʹͼͻ |
| . | |
| Having said that, in some cases it has | ٩/᠈ᢣ᠋ᡃ᠋bᢗ᠋᠄ᡃbᡄ᠘ᢣᢛ᠋ᠬ᠅᠋ᡗ᠋᠄ᡃ᠋ᡉ᠋ᡄᠴ |
| happened before, it was simply not done. | |
| Sometimes it was done not documented. | |
| You know, as we talked about it's | |
| importance for a case file to stand on its | |
| own and to show what has been done or | |
| not done with respect with this child. I | |
| | ᠕ᢣ᠋᠋ᠵᠡᡪ᠋᠋᠋ᢞᡄ᠋ᢞ᠋᠋᠋ᡔ᠋᠅ᢕ᠋ᢄ᠘ᢣ᠘᠋᠋ᡗ᠋ᡃᢐᡄ᠋ᢄᡔ |

| also add that in an environment that there is a lot of turnover, it's important that the next person that comes in looks after that child, can clearly see what has been done | ^ና dᢣ°Ⴍ广ᡃ᠈᠘ᡃᢦᠡ᠙ϷĊ [·] ᠉ |
|--|--|
| and what the status is of the services given to that kid. Thank you, Mr. Chairman. | Δ•/ペÞር ጭ (ጋኣ፞ኦ•dና): ^ና d৮°உ广፞፞፞፞፞፞ . ୮ኑር ୮ዖ°°ህ፞፞፞፞፞፞፞፞፞ |
| Chairman : Thank you. Mr. Mikkungwak. | ΓΡ° ϞͿϭ· Ϸ (ϽϞ͵Ϸϭϲ): ·ϭͿϧ·ͽϫϹϷ ΔϷϒϘϷϹʹ·Ϸ. Ϫ, Ϲʹ·ͽ ϷΔͿΓϭʹ·ͻͿ. ϹΔL ΔϟLϽΔ° ͽͺ·ϷϽ·ϧ 13-Γ ΔέͺϷ, 43-ΓϚϽʹϷΔ ϷʹϷϷϟͺͽ·ϷϭϚϭϷ. ϹʹϲϹLΔϚ |
| Mr. Mikkungwak : Thank you, Mr. Chairman. A follow-up to that question; I am assuming you are referring to page 13, the bullets under number 43, those five bullets that carry over to page 14, are | በበናჼኦርኦረLኆ 14-Jና ኦΔJቦላჼኦርኦናጋቦჼ ኦჼႱኦፖሲჼ፥ቫናነፖኦ፥ ለሮሲላሲኦኦቦላჼႱჼኦጋና ለሮሲላሲኦኦჼៃናሮችቦ՞σችቦፊና ኦჼႱኦፖჼႱჼ፥ለቭ? ჼd৮°Ⴍቮჼ Δჼፖኖኦርჼ፥ |
| those the five bullets that you are referring to as specific requirements that may not be met? Thank you, Mr. Chairman. | Δ•/ኆϷϹ ና ፡ (ጋኣ፞ኦ•dና): ናd৮°உ广 Γጎር Γዖ°°ህላኈ. LĊ ^L ኣϷʹኆΔ. |
| Chairman : Thank you, Mr. Mikkungwak. Madame Salvail. | ኣ⊳·ኆΔ (ጋኣኦካሪ፡): |
| Ms. Salvail : Thank you, Mr. Chairman. Yes, those are the requirements that we | ՟d৮৽৾৾ঢ়৾৾৾৾৾৾৾৾৾৾৾৾৾৾৾৾৾৾৾ |
| were looking for, these bullets, these are what we audited. Thank you. | Δ•거《ϷϹ· ͽ (ϽϞͻͽϭϲ): ·ϭͿϧͼϼϹͼ ϹϧϹ ϹϧͼͺϿϥͼͼ |
| Chairman : Thank you for that response. Mr. Mikkungwak. | ΓΡ°ኈͿ⊲ናኈ (ጋኣኦ⁵ďና): ናਰኦ°ዺ广⁵ Δዮፖ≪ϷϹናჼ∘. ⊲ၬ∟ Ϲჼਰ⊲ ኣσ⊲Ϳና ⊲∧ჼჾਰ∩ቦኑና ΔL°Ⴍ |
| Mr. Mikkungwak: Thank you, Mr. | |
| Chairman. In addition to that, I guess my | ᡣᡄᡅ᠍᠍ᡆᡅ᠋ᡳᡆ᠋ᡃᢐᢛᢗᡃᢣᢪ᠋ᢩᠳ᠉᠋᠊᠋ᡘ᠋ᢩᠯ᠋ᠴᢛ᠋ᢣ᠘ᠺ ᡆ᠋᠋ᡗ᠋᠋ᡓ᠋ᢛᢣ᠘᠋᠋᠋᠋ᢐ᠋᠉᠘᠋ᢁᢞᠧ᠋ᠴᢩ᠆᠋᠋᠋ |
| question to that would be; when you | ᠕᠆᠋ᡣ᠕ᡔ᠘᠆ᡥ᠆᠅᠆ᡧ᠙ᡩ᠋ᠴ᠕᠋᠋ᢞ᠙ |
| reviewed the cases, out of the case files | ᠕᠆ᡣ᠕᠋ᡆᡄᢣ᠋ᢄ᠆᠅᠋ᡗ᠅ᢕ᠅ᢓᠺ᠅᠕᠋ᡬ |
| that you had selected, were the majority of them the specific requirements, | ∆ºZ≪ÞĊ ^s ₽. |
| would you say the majority of them had | |
| met halfway or were lacking majority of | |
| the specific requirements not being met? Thank you, Mr. Chairman. | Δ•/ペϷር ጭ (ጋኣኦካሪ፡): ^ና dታ°உ广 ^ኈ . LĊ└ ኣ▷ʻペΔ. |
| | ∖⊳୍⊲∆ (ጋኳኦቃ៤ና): የብታ°ዉՐ୭ ∆୭୵≪⊳ርና୭. ር∆L |
| Chairman: Thank you. Madame Salvail. | L⁵Λυ·ΓϚ 15-Γ CdΓ⊲ʔ&℠bΔ ˤbÞϟLJCÞ⊰σ⁵ |
| Ms. Salvail: Thank you, Mr. Chairman. I | |
| | ᲘᲘና᠌ᡷᠠ᠘ᡃ᠋ᢣ᠋ᡃᢛᠵ ᡄᡃ᠙ᠣ ᠋ᢗᡄ᠋᠋᠅᠕ᡧᠥ, |

| would refer you to exhibit 6 on page 15, | ᠕᠆᠋ᠺᡄ᠋ᠺᡩᡟ᠘ᢣ᠋᠅ᡗᡩ᠕ᠴᡄ᠋ᠺᢣᡃᡆ᠋ᡗ᠄ᡃᡉᢂ᠋᠘ᡩᠴᢕᡃ᠋ᠴ |
|--|--|
| that summarizes our findings. When you | ΔĽൎᡠ Ϸͻᡅ⊲ᡆᢩᡥϽᡏᡃᡗᠵ᠂ᢣ᠋ᡝᡷ. |
| see in the right column, in some cases the | |
| department did well in responding | |
| quickly when they were aware that a | |
| | ؇ᢞ ^ᡅ ᡅ ᢂ᠋ᠫ᠋᠉ᢗᡬᡃᡃᢣᡅ᠋᠍ᡧᡄ᠋᠄᠘ᡄ᠋ᡗ᠋ᢂᡄ᠉ᡩ |
| child may be in a dangerous situation. | |
| | |
| However, the numbers, we are not so | ᡣ᠋ᡣ᠋᠆ᡆ᠅ᢧᡆ᠋ᡃᡉᢞ᠋᠕᠋ᠴᡄᢄ᠘᠋᠕᠆ᡩ᠘᠘ |
| great with the other requirement that we | ᠄ᡃ᠋ᡰ᠔᠊ᢂ᠋᠆᠕ᡩ᠖ᡃᡦᢄᢗᢛᡃᡔᡗᡄ᠂᠕ᡷᡊᡄᠮ᠈ |
| had to meet. For example, the visitations | ∆ʰ୵≪ÞĊˤʰ. |
| to the children in care in Nunavut were | |
| quite low and the same thing with the | |
| criminal record check and the home | |
| | |
| study. Thank you, Mr. Chairman. | Δ•/ペÞርና• (ጋኣንትወና): ናਰታ≏உ广். ୮ [、] ር ୮ዖ≏∿ህ⊲ና•. |
| | |
| Chairman: Thank you. Mr. | ୮ቦ° ୃାଏ (ጋኣንቅሪ): ናሪታ _የ ፈ广 Δνረ «ኦርና». |
| Mikkungwak. | |
| | Prurra NC Non-2 9/17 0900 -200. Prurra Dic Dic Dic Prudrau |
| Mr. Mikkungwak: Thank you, Mr. | |
| Chairman. I will now refer to the | ᢗᡃ᠘᠋᠖ᡃᠠ᠘᠊ᠺᢛᡘᢂ᠖ᠿ᠖ᠿ᠖᠅᠖᠖᠘᠉ |
| department. After hearing the responses | ᠫᠯᢧᡰ᠘ᡣᢣᠬ᠋᠋ᠫᢑ᠋᠆ᡆᢑ᠋᠆ᠸᢛ᠋ᠴ |
| from the Auditor General's office in | ᠂ᠳ᠘ᠫ᠋ᠴᡄ᠆<ᢩᡆᢈ᠋ᠺᡥᢂ᠋᠖᠖᠕ᡬ᠘ᠴ |
| meeting those specific requirements, | ᠘᠋᠋᠋ᡃ᠋ᡖᠣ᠘᠋ᡃᢛᢗ᠋᠋ᠵᢣ᠋᠋᠋ᢆ᠘᠅᠆᠘᠅᠘ᢙᢄ᠋᠘ |
| | ∆ლ⁰Ր°ϖ ^ϧ CL⁵dϖ∿ს Lლს8ϖჼ |
| what action plan and what timeline do | ⊲ᡶ᠋᠘ᡣ᠋ᡗ᠒ᡏᡠ᠋ᠴᢉ᠂᠕᠆᠋ᡄ᠕ᢣᢪᠣᡄ᠋᠄᠂᠋ᠯᢣᢩᢁᡏᡃ |
| you have in place now to ensure some of | ୵୶୵ଡ଼⊳C୕ [ୢ] |
| those specific requirements are being met | |
| by the department's staff? Thank you, | |
| Mr. Chairman. | Δﻪ/≪Ϸርናゅ (ጋኣ̀ᢣʰdˤ): ናਰኦ⁰ႭՐႦ. ୮୦ LʰĊ໋ϼና. |
| | |
| Chairman: Thank you. Mr. MacDonald. | LゥĊ (ጋ፟፟፟፟፟፝አትቃር): ^ና |
| | ᡆ᠋ᠴᡆ᠘ᡃᡗ᠋ᠬᡏᡃ᠋ᡰᡉ᠋ᠮᡃᡆ᠋᠆ᠴ᠋ᠡᢂ᠋ᡃ᠋ᢐ᠋ᢂᡔᡗ᠖᠋ |
| Mr. MacDonald: Thank you, Mr. | ᢄ᠘ᢀᠣ᠆ᠬ᠈᠈᠖᠘᠖᠘᠖᠘᠘᠘᠘᠘ |
| Chairman. Just for the sake of | ور ۵۵ ۵ کیکر ۲۵۶۰ ۲۲ ۵۲۶۶ کی در ۲۵۶۰ ۲۵ کی در ۲۵۶۰ ۲۵ |
| clarification, when we are talking about | 621 924 11 0-2 22 1 2 777 J 111 00 01 1 1 2 62 924 4LJ 0J46 J4666C6D6 |
| case files, and case file management in | |
| • | |
| general, we are referring to three different | < "PFP4" AA" AA" AA" AA" AA" AA" AA" AA" AA" A |
| types: There are the child files | |
| themselves; there are the foster care files; | |
| and, then there are the residential care | |
| facility files. This is just so people are | |
| understanding that there are | |
| subcategories within that broader type. | ∩∩℠ᲮˤᲫ₼ˤ ⊲᠈ᢣᡤᢐᠬᡅLC ᢗLષd⊲. |
| | ᡩ᠋ᢄᡔᢞᡃᠣ᠘ᡅ᠘ᠫᡘ᠊ᡆ᠖ᠴ᠘᠘ᠴᢗᠺ᠈᠖᠘ᢣᡆᡆ |
| In terms of the case standards, we've | |
| | |
| implemented some work in terms of | |
| developing audit tools for supervisors, so | ᠌ᡈ᠘ᢣ᠘ᢞ᠋᠊ᡆᢩ᠂᠋ᠳᡐ᠘ᢗ᠂᠋᠋ᠿ᠋᠋᠋᠋ᢤ᠋ᡶᡘ᠅ᡠ᠋᠕ᢣᢄᡔᢈ |
| 1 | |

that the supervisor knows, for example; here's a checklist of all of the file contents that need to be present with some guidance to the supervisors on how to go out and to conduct audits properly and make sure that they're done and reported adequately so that we better understand the state of our files.

Tying that back to our discussion about spot checks, these are not always done with people ready for them to plan ahead, so to speak. Those are a couple of things that we've done and in terms of timeline, which I think is important to answer, as with all of our action items in our action plan, we're trying to complete these at the latest by December of 2015. Depending on each of those action items we will have those completed prior to that. Thank you.

Chairman: Thank you, Mr. MacDonald. Mr. Mikkungwak

Mr. Mikkungwak: Thank you, Mr. Chairman. I thank the official for his response which sort of leads into my next question. When you are looking at, as my colleague would say spot check but for me it would be annual inspections. When you look at annual inspections for foster homes in southern Canada where we have Nunavut children placed in and annual inspections for foster homes in the Nunavut territory. Can you differentiate why there's frequent annual inspections in the Nunavut group homes as opposed to the ones in southern Canada? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Mikkungwak. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. If I could just seek a bit of

దంగాసితింది స్పారిశిరిగితి కరిసిగిరించింది. రెంచింది సిసించింది సించింది దించింది సించింది దించింది సించింది సంగా సించింది సించింది సింది సింది సించింది సించింది సింది సింది సించింది సించింది సింది సింది సించింది సించింది సింది సింది సింది సించింది సించింది సింది సింది సింది సించింది సించింది సింది సింది సింది సించి సించి సించి సించి సించి సింది సి సి సింది సింది సి సింది సి సింది సి సి సింది సి సి సింది సింది సింద

Δ•/≪⊳ርጭ (ጋኻኦ∩Jና): የਰੋਂੋਂੇੇਰਿਹਿਟਾ): የਰੋਂੋੇੇੇ רי⊂ ୮ዮ°℃]⊲™.

ΓΡ° J4 (ΟΊ-ΑΠΟ): Ίστο Δ΄ Δ΄ Δ΄ Α΄ Α΄ Α΄ Δ΄ Ίστο Δ΄ Α΄ Α΄ Α΄ Α΄ Α΄ Α΄ ΓΡΥ Α΄ Α΄ Α΄ Α΄ Α΄ Γστο Α΄ Α΄ Γστο Α΄ Α΄ Γστο Α΄ Α΄ Γστο Α΄

Δ•/ペÞርጭ (ጋኣኦበJና): ናਰአዲርኮ Γነር ΓΡሞህላጭ. Γነር Lኮር፞ጔና.
| clarification on the question, are you | |
|---|---|
| asking about a difference in the | |
| frequency of inspections of homes in | |
| Nunavut as opposed to homes in other | |
| jurisdictions? Do I have you correct? | Δ৬/≪ϷϹ· Ϸ(ϽϞϟႶͿϚ): ϪϳʹϷ. Γ ^៶ Ϲ ͺϷϲʹͺϼ·. |
| julisticions. Do Thave you concer. | |
| Chairman : The member has confirmed | |
| yes. Mr. MacDonald. | LゥĊഛና (ጋ፟፟፟፟፟ትትበ): ^ና ሪታቄፈርኮ ፊዮረ ማድርጭ. |
| yes. with what bollard. | |
| Mr. Macdonald: Thank you, Mr. | |
| • | |
| Chairman. Thank you for the | |
| clarification. With our annual inspection | CLbdd ነው ፡፡ |
| process we want to ensure that our | |
| children in care in out of territory | |
| residential facilities. Those facilities | |
| receive an inspection on an annual basis. | |
| To my knowledge we are not attempting | |
| to scrutinize or have a disparity between | |
| how often we scrutinize a territorial | |
| facility as opposed to a facility in another | |
| jurisdiction. | ᠘᠘᠋ᡗᡃ᠋ᢑᢗᡄ᠌ᢂ᠋᠄ᡔ᠋᠋ᢄ᠅᠆᠘᠅ᡃ᠋ᢐᡆ᠘ᢣ᠋᠅᠋᠋᠋᠋᠕᠋ᢄ |
| | |
| But I can tell you that historically the | 502 00000000000000000000000000000000000 |
| logistics of having employees perhaps | |
| with turnover go and travel to other | |
| jurisdictions to, in person, investigate a | |
| facility that would have had an impact. | |
| We have committed to minimizing that | |
| delay and making sure it is happening on | |
| an annual basis for those facilities. We | |
| want to ensure that that level of due care | |
| is equal to both jurisdictions. Thank you. | Δ•/«Þር •• (ጋኣትበJና): ጘሪታ°உ广፞፞፞፞፞ . ୮ኑር ୮ዮ°ኂላኈ. |
| | |
| Chairman: Thank you. Mr. | |
| Mikkungwak. | ୮၉°୬J⊲™ (ϽϞϟႶႱና): ናਰϟ°Ⴍ广ჼ Δჼϟ⊗ϷϹʹჼჼ ⊲ჼĹ_Ⴢ |
| | 「F 57 (C) (F 10)、 ひ (E * Δ ? () () () () () () () () () (|
| Mr. Mikkungwak: Thank you, Mr. | |
| Chairman. Thank the official for his | CLL%/Lt%/PSGP< PGbb/bg、45-~bgc)% |
| response. I will further add to my | <u>አርኪል°</u> ፣ <u>ኦኦኦኦኦ</u> ፣ እርኪል°σ ፣ <u>ኦኦኦኦ</u> ¹ አርኪል°σ ፣ አርኪል°σ ፣ አር አ አ አ አ አ አ አ አ አ አ አ አ አ |
| question. When we refer to page 14 of the | እር ነር መሆኑ ነው ነው በላ ነር መሆኑ ይሞክሲ በ ላካ ይኖም ሲ የ ለ ይካ ነ ሳ ነር መሆኑ እር ነው እስከ የ የ የ የ የ የ የ የ የ የ የ የ የ የ የ የ የ የ የ |
| audit report, item 45 facility inspections. | |
| Can you elaborate more on that? | |
| Although no inspections of facilities have | |
| 0 1 | ለታሲ [®] /σϤ [©] Δና [®] /L⊂Ϸ [®] Σ 16-Γ [®] |
| been completed in 2013 at the time of the follow up sudit the Department of | |
| follow-up audit the Department of | |
| Family Services indicate that they plan to | ᠋᠂ᡃ᠋᠋᠋ᡰ᠋ᢄᡔ᠋᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| | |

| complete 16 inspections before the end of | ᠕᠆᠋ᡅ᠕᠆ᢗ᠘᠋᠋᠋᠋᠆ᡘᡃᡁ᠖ᢣ᠋ᢣᠦᡃ᠋᠖ᢞ᠙᠋ᠴᡱ᠋ᡠ |
|--|--|
| the fiscal year. Has your department met | ᡝᡅ ᠕᠈ᡃ᠍ᢣᢗᢂ᠋᠙ ᢗ᠋᠋L᠈ᠪᡆ᠕᠈ᡩᢂ᠕᠈ᠺ᠘ᡩ᠕᠅᠘᠘ |
| that? What is the reasoning for not | ᠕ᢣ᠋᠋᠋ᡬ᠋᠉ᡃᢗ᠌᠌᠌᠌ᡔ᠘ᢞ᠋᠋ᡥ᠋ᢨᠣ᠋᠋ᢪ᠖᠘ᡃᡟ᠙᠋᠌ᢂᢄ᠅᠕ |
| having completed those inspections? | |
| Thank you, Mr. Chairman. | Δﻪ/≪ϷϹናゅ (ጋኣ̀ᲑᲘᲙና): ናݸᢣᅆႭՐႦ. Γᢈᢗ ᠘ەĊഛና. |
| | |
| Chairman: Thank you. Mr. MacDonald. | LゥĊᠴᢩ ᠺ (Ͻᡃᡳᡝᢈ᠋ᠺᠠ᠋᠋ᢣ᠋ᡗ): ᠋᠂ᢅdᡃᢞᢩᡅ᠋ᡬᡃᡅ᠘ᡃᢣ᠙ᢂ᠋ᡬ᠅ |
| - | ᢄ᠂ᢑᠫᢞᡅᢄ᠘ᡰ᠔᠖᠕ᢘ᠔᠘᠘᠆᠉ᠫ |
| Mr. MacDonald: Thank you, Mr. | ᠋᠄ᡃ᠋ᡰ᠋ᢄᡔ᠋ᢣᢄᢕ᠋᠈᠋ᡏ᠆᠘ᢣ᠋ᠺ᠄᠂᠋᠘ᡩᡄ᠋᠋᠘᠆ᠮ |
| Chairman. I can report that those | |
| inspections were completed. Thank you. | ∆ዾ፞፞፞፞፞፞፞፞፞ ፟ዾ ዾዸኈ (ጋ፟፟፟፟፟፟፟፟፟፟፟፟ጏኯ፞ዸ): ፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟ |
| 1 1 7 | |
| Chairman: Thank you. Mr. | |
| Mikkungwak. | ୮₱°୬J⊲∿ (ϽϞϞ∩Jˤ): ˤdদᅆႭᡤᆘ ᠘ᡟᢞ᠙ϷĊᡝᡃ. |
| | CL [\] /LÞ< ₱₺፞፞፝፝ |
| Mr. Mikkungwak: Thank you, Mr. | ᠕᠆᠋ᡣ᠕᠆᠕᠆᠕᠂᠕᠆᠉᠂᠕᠆᠉᠆᠕᠆᠉᠆᠕᠆᠉᠆᠕᠆᠉ |
| Chairman. Follow up to that would be, | ᠴ᠋᠋᠋᠋᠆ᠳ᠘᠆ᡁ᠖᠉᠆ᡁ᠆᠉᠂᠘᠆ᡁ᠋᠉᠆᠃ |
| considering the fact that your department | ᠊ᢩᡬᡃᢛ᠋᠋᠙ᢙᢛᢗᠵ᠘᠆ᢛ᠆ᢩᠴᢩ᠂ᡷᢑ |
| has a lot of children placed in southern | ᢗᡃ᠋᠘᠄ᠳ᠘ᡩᢦ᠘᠈ᢛ᠐ᢛᠿ᠆ᠴᠺ᠄᠖᠖ᢣᢣ᠅ᠺᢄᡔᡄᢂ᠅᠋ |
| foster homes has that been made a | Ű᠋ᢩᡆ᠂᠋ᡏᡃ᠋ᡬᠯᢗ᠋᠋Ĺᡗ᠋᠋ᢉᠡ᠋᠋ᡏ᠋᠋᠋᠋ᠮ᠋᠖ᢄᢣ᠋᠘᠋᠋ᡃ᠋᠋ᢄᡩ᠘᠋ |
| requirement or have you guys made those | ᡣ᠋᠕᠆ᢞ᠋᠋᠕ᡩ᠋᠋ᢧ᠖ᡃᢑᢕᢛᠴᡄ᠄᠖᠆ᠴᡠᢩ᠂ᠣᡄᢑᠾ᠊ᢩᢛᡗᢍ |
| adjustments after receiving the audit | ᠈ᠬᢞᢣᠬ᠒ᢛᡃᢐᠯᠿᡗᢞᠧ᠘᠖᠘ᠴᡄ᠋᠕᠅ᢞᢕ |
| report from the Auditor General's office | ᢄ᠊ᠴ᠋᠋᠂᠘ᡩ᠉᠘ᡩ᠘᠆᠘ᢣᠧ᠋᠕᠋ᢣ᠋᠅᠘ᢕ᠉᠘᠅ |
| ± | ᡣ᠋᠋᠕᠆ᢞᠡᡏ᠖᠋᠘᠄ᢧᡄᠴᡄ᠋ᡗ᠂ᠴᡄᢑᡅ᠊\sigma |
| as a key requirement now to do annual | ᠴᡆ᠌᠌᠀ᡃᢩᡰ᠋ᡏ᠅᠋᠋ᡶ᠉᠊᠋ᡔ᠋ᢦᢣ᠂᠋ᡆᠮᡃ᠂᠘ᢣ᠋ᢣ᠙ᠵ᠋ᡬ᠅ |
| inspections on all of the foster homes in | |
| southern Canada considering that a | |
| number of your case files hold majority | |
| of the children in those foster homes | |
| from Nunavut? Thank you, Mr. | |
| Chairman. | ∆▶୵≪⊳⊂ጭ (ጋጓ́决∩Jና): ጘጛፇ≏ዹ广፟፟፟፟፟፟፟ዀ. ୮ኁ୦ ⊾ь⊂፞ዾҁ |
| | |
| Chairman: Thank you. Mr. MacDonald. | LьĊᠴᡕ (ϽϞᢣᢕ᠋᠋᠋ᠨᠺ): ˤdᡃᡪᢩᢁᡤᡃ ᠘ᢣᢣ᠙ᠵ᠋Ċ᠅. |
| | ᡏ᠕᠉ᡃᡆᡣ᠌᠉ᢣ᠉᠂Ċᢩᢛ᠋᠘ᢣ᠘ᡃᢣ᠉ᢣ᠌᠈ᡔ᠋ |
| Mr. MacDonald: Thank you, Mr. | ۲∞۵۵%۲۲۶ ۵۹٬۵۲۴ ۲۵٬۵۸۲ ۲۵٬۵۸۲ ۲۷۹٬۵۸۲ ۲۰ |
| Chairman. I'm just trying to think about | ᠴ᠋᠋᠋᠋᠋ᠴ᠋᠋᠆ᡱᢑ᠘᠆᠕ᠴ᠘ᡕ᠆᠕ᠴ᠘᠕᠆ᡧ᠘ᡔᢌ᠘ᡔ |
| the question so that I answer correctly. I | ᠴᡆ᠋᠋᠀ᡩᡗ᠊ᠫᠣ. ᡤ᠂᠋ᡆ᠋᠖᠘᠋ᠴᡆ᠘ᡣ᠋ᡏᡌᡃᠳᡄᢂᡃᡄ᠋᠋ |
| think it might be my understanding of it | ᠻ᠌᠌᠌᠌ᢄ᠆ᡐᡗᢩᢁ᠊᠋᠋᠊ᠣ.᠂ᢅ᠔ᡰᢞᢩᡅᡬᡃ᠋᠉ |
| that's a little flawed. The total number of | |
| children placed in out-of-territory, I don't | |
| think is larger than the total number of | |
| children placed in-territory so perhaps we | |
| can clarify that before I respond or | |
| proceed with the rest of the answer. | |
| Thank you. | Δ•/≪Þር ጭ (ጋኣ̀ኦ∩Jና): Γነር Γʰዖ≞∿Ր⊲∿, |
| | ᡆ᠋᠋ᠴᡆ᠘ᡃᡗᡣᡏ᠋ᢂᡩᠣᡄᢂ᠌᠈᠋ᢂ᠕᠋᠖ᡃᡆ᠋ᡣᠮ |
| Chairman: Mr. Mikkungwak, if you | |

| wanted to elerify your question? | ୮Pª&J4% (JŸ\2015): Sd7°QTB, AB7@DCS. |
|---|---|
| wanted to clarify your question? | ΓΡΞΥΝ (JAAIJO): 07-CI 3, ΔΥΥΥΡΟΝ Ρίδιοσσσσανδιαζέν, L⊂υ⊂ΡίοΩρίοΩυ |
| Mr. Mikkungwak: Thank you, Mr. | PS6660 0 4 2 02€, EC 0C PATPOINO |
| | |
| Chairman. I will rephrase. As my | |
| colleague had alluded in the spring sitting | Δ ⁶ C ^b ³ ν _α α ⁶ b ¹ LC. Δ ⁵ σ ⁶ ⁴ Δ ² ⁵ b ² Δ ² |
| as we were informed one of the foster | |
| homes in Nunavut was shut down so | ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| when you shut down a foster home in | <pre>\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\</pre> |
| Nunavut those children have to go | <~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~ |
| somewhere. I presume the majority of | |
| them went to southern foster homes. The | |
| numbers for children in care or in foster | 5024 0 10 1007 0 1002 502400000000000000000000000000000000 |
| homes may have increased due to one of | ሳዮጋሲላኈበናበሚ? የታዲርኮ. |
| the programs being shut down in | |
| Nunavut. Does that alleviate your annual | |
| inspections for the southern foster home | |
| placements? Thank you. | △▹୵≪⊳⊂· ⊌ (ϽϞϡϽͿϛ); ·ϭͿϧͼϫϹϳͽ. Ϸ∆ͱϹႱϲͺͱϹϹ |
| | C°d⊲ C∆°a (22°°°, 20°°, |
| Chairman: Thank you. I think I | ∩J⊲ຆ⊲ႪຆჁຒຬຆຬຏຏຬຬຏຬ, ∆_~Ր |
| understand where some of the confusion | |
| is coming from. It was a group home that | ᢗ᠘᠋᠋᠋ᢞᡆ᠋᠄ᡃᠣ᠘᠘ᡃ᠆ᢣ᠋᠋᠋᠋᠅ᢞ᠘ᡔ᠋᠋ |
| was shut down, not a foster home. But I | ᠘ᡃᡃᡬᠴ᠋᠋᠋ᡗ᠙᠘᠆᠘᠆ᠺ᠉᠋ᠬᠺᢄᡔᡶ᠋᠆ᠺ |
| believe some of those children were put | ٬d۶°۵Ļ. |
| in through the foster home system as well | |
| as group home facilities. Maybe if you | |
| want to take that under consideration, Mr. | |
| MacDonald, and respond to the | |
| member's question. | ביבי (כלארטי): ילא מלי ברי שיאל ארטי): ילא מילי |
| Mr. MacDonald, Thealt you, Thealt you | مــعـــــــــــــــــــــــــــــــــ |
| Mr. MacDonald : Thank you. Thank you for the clarification, Mr. Chairman. That | ∠שכלשליף גישראיניים איירים איירים ביליירים ביליירים בילי |
| certainly helps. I think what I will do is I | ᠕᠋᠈ᡥᠺᠳ᠘ᢞᡫ᠋ᠣ᠆ᠴ, ᡆ᠋᠆ᡨ᠋ᡶ᠋ᡥᢗ᠌᠌ᢂ᠆᠋ᡗ᠋᠋ᡶ᠅ᢆ᠐ᢗ. |
| 5 1 | ˤdᢣᡨᢩᡄᡤᡝ᠋᠉. |
| will ask Mr. Arnold to respond to that so | |
| he can speak about some of the | |
| particulars there and perhaps about the | |
| process about where an individual child | |
| will be placed in a circumstance such as that. Thank you. | ዾዾጘኆዾርኈ (ጋኣ፞ኦበJና): ናਰዾኇፚ፫ዾ. ዾኈቦኈፘኇናጋና |
| | Δ°7<>C [™] (JAF105): '05 [∞] CI' [™] Cσ'J [™] L⊂υ⊂Ρ [™] ΠΡ [™] DCP4 [™] CΔL [®] αΔ<Ω [™] D [™] C [™] J [™] C [™] |
| Chairman: Thank you I haliaya aur | LCUCP** IP'0LP?** CAL-QA? I'0*C*7L* ?** C'v7J*U |
| Chairman : Thank you. I believe our member from Rankin Inlet had the same | ן נירש ייט שארביו ומסימ אשאראין איי דייטי ישי. ו זטאיפרף. |
| | |
| type of scenario happen in his community so I'm sure he's listening with a lot of | |
| interest in this response. Mr. Arnold. | ישׂב (כוֹקארוטר): יוושיםרֹי, ∆ירפ⊳כׂיי. |
| merest in uns response. wit. Athora. | |
| Mr. Arnold: Ok. Thank you, Mr. | |
| | ⊲∿Րˤᡪᅆ ር∆ᡆ᠋᠘᠋᠖ᡃᠴᡩᡦ᠊᠋ᠫ᠋᠋᠉ |
| | |

| speaking of in Iqaluit wasn't shut down. It has been, if you will, redirected to | Ϥ·Ϲʹ·ͺϫϷϟϿϚϪϲϹϒϷϷʹϭͰʹϿͿͺͺͺͺͰͼϫϪϲϫ ϿͽͶͽϧϚ;ϲϤϲͼͳϹͺͺϹͼϧϧϲϦϧϲϦͼϫ |
|---|--|
| serve youth particularly female youth | |
| where we were struggling to provide appropriate services and support and we | |
| felt they were at risk so it was a matter of | |
| the operator believing that they could | |
| best serve this group of individuals. They are transitioning as we speak, this month. | |
| | ᡬ᠋᠊᠙᠆ᡧ᠉᠆᠙᠆᠕᠆ᡧ᠉᠆᠙᠆᠆᠙᠆᠆᠆ ᡔᡄ᠋᠋᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| A number of those that will be served are actually in the south presently. Our desire | שפיט טישנאפער אראיזער אין גערער ג בירויינער גערער |
| is for them to have a much more | |
| successful transition back home. Thank | Δ৬૮≪Þ૮ ᡣ (ϽϞϟϽͿϳ): פשפעלעליפעל |
| you. | $d\Lambda^{b}d\Pi^{b}b_{}$ LCUCD $^{b}\Pi^{c}$ $d\Lambda^{b}d\Pi^{b}dC^{c}L^{c}$, |
| Chairman: Thank you. Maybe if you | ᡃ᠋ᡃᠣ᠋ᠴ᠋ᡃᢛ ᡤᡄᡆ᠂ᡩ᠋ᠫ᠘ᢣ᠘᠋᠋ᡦ᠊ᡃ᠋ᢐᡃᢛ ᡏᡃ᠋ᠬ᠋ᢆᢋ᠋᠋<br ᠋᠄ᡃ᠋ᡋ᠌᠌ᢄᢣ᠋ᠺ᠋ᡘᡃ᠖ᡃ᠖᠘᠆ᡩ᠋᠋᠋ᡗ᠆ᡘ᠅᠋ᡗᡃᢄ᠋ |
| could clarify with the member's question. He was enquiring into how that has | |
| impacted the annual inspection. Some of | |
| them are in foster care; some of them are | |
| in group home settings. Are they still the same conditions of annual inspection? | |
| Mr. Arnold. | ዻ፞ዾ (ጋኣኦበJና): ^ና ሪሃ°ዺ广 ^ኈ , Δ ዮረ የኦር ^{ናኈ} |
| Mr. Arnold: Thank you, Mr. Chairman. | |
| Thank you for the opportunity to clarify. | ᡣ᠋᠋ণল৾৸৾৽ড়৾৾ড়৾ড়৾৾ড়৾৾ড়৾৾ড়৾৾৽ড়৾৾৾ড়৾৾ড়৾৾ড়৾৾ড়৾৾ড়৾৾ড় |
| Yes, the same expectations and standards | ራን የ የ 20 20 20 20 20 20 20 20 20 20 20 20 20 |
| of annual inspections for the homes, whether they're foster homes or | |
| residential care facilities still applies as | |
| do the requirements of having visits which are different. | |
| which are unrefent. | ᡏ᠋ᠫᡕ᠋ᠺ᠋ᡃᢐᢄ᠋ᡗ ᠘ᠴᡄ᠋ᠬᢣᡃᡃᡆᠲᠴ᠋ᡗ᠂᠘ᠴᡄᡅᢣᠴ᠋ᡗ ᠘ᡄᡃ᠋ᢗ᠋ᡬᡃᡃᠵᡅ᠋᠋ᠵᡄ ᠘ᡥᡆᢩ᠕᠋᠋ᡬᡬ᠋ᡁᢗ᠋᠋ᡗ᠅ᠮ᠖᠘ᢁᡄ |
| Visiting the children wherever they are is | Ϸ<ᡝ᠋ᠴᠣ᠌᠌ᢂ᠆᠖ᡶ᠖᠘ᢑ᠙ᢀ᠘ᢗᠵᡟᡐ᠋ᠴ᠋ᠴᢄᡷᠣᡄᢂ᠋ᠴᢩ᠅ᡠᢈ |
| a requirement that our social workers must adhere to with visits, once a month | ^ᡪ dᡔ [ᢩ] ᡄᡤᡃᢆᡃ |
| directly or via telephone. Thank you. | ፚኯኇኇዾርኈ (ጋ፟፟፟፟ትንበጋና): ፟፟፝፞፞፝፝፝፝፝፝፝፝ ፞፞፞ኇዾ፞፟፝፞፟፟፟፝ ፟፟፟ኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯ |
| | Γ'C ఎం [.] Γ'C ΓΡిౕ⊍⊲ి. |
| Chairman : Thank you for that response, Mr. Arnold. Mr. Mikkungwak. | ୮₽°୬J⊲∿ (ϽϞ Ϸ ∩JϤ): ˤdϧ°ႭϮϧ, Δϧϒ⊗ϷϹ;ϧ |
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| Mr. Mikkungwak : Thank you, Mr. Chairman. I will switch onto another | ᢂ᠋᠖᠈᠋᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
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thing here now. When we are discussing compliance and key standards here; when we look at the *Child and Family Services Act* and the *Adoption Act*; and, when we look at those case files which also have to be shared with Inuit organizations in respective regions: Can you provide an update on what measures have been taken to determine what privacy safeguards are currently in place when sharing child protection information with regional Inuit organizations? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Mikkungwak. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. As with all client data, or client information, we adhere to the same confidentiality requirements as other government departments and agencies. We take that very seriously. For us, it's very important to ensure that no specific individual information leaves our organization.

So, in practice, that means any number of things ranging from ensuring that client files in our offices are locked up, they're not left on desks, they're secured in locked cabinets. Making sure that any data that's recorded both lacks any specific detail on individuals and also of course that when we're dealing with some smaller communities that we try to ensure that the data is not released if there's only a small number of cases where individuals may be able to figure out who we're referring to when we release that data to other organizations, for example.

In practice, sometimes you'll even have situations where there are questions about specific cases or Members of this

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| Committee may have questions to the department. We cannot always address the specifics of a case but we do try to speak in generalities and get to the heart of the issue. Thank you. $\sigma^{-} c^{-} b \cap C^{\oplus} C^{\odot} c^{-} b^{-} c^{-} c^{-} c^{-} c^{-} b^{-} a^{-} b^{-} c^{-} c^{-} c^{-} b^{-} c^{-} c^{-} c^{-} c^{-} b^{-} c^{-} $ | |
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| yearly basis to protect the information of each particular child case file that they receive? Thank you, Mr. Chairman. $\Delta - 2 < C - (2^{-1})^{-1} + C - C - C - C - C - C - C - C - C - C$ | |
| each particular child case file that they receive? Thank you, Mr. Chairman. סין פריי (כין אַשּׁלָר): ילאַ כּרָר רְרָיַר רְרָיַר אַשּלַ. | |
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| Chairman: Thank you, Mr. | -C |
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| organization. Mr. MacDonald. בשלים (כוֹקאים ליים כוֹש ביר כוֹש ביר כוֹש ביר כוֹש ביר כוֹש ביר ביר כווי ביר ביר ביר ביר ביר ביר ביר ביר ביר בי | |
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| Mr. MacDonald: Thank you for the | |
| clarification. I get the question much ⊲™<パワマスノロックへ⊲へ♪へへへ♪ | |
| better now. There are a number of | |
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different procedures that are in place to reduce the risk that identification could occur, essentially, to maintain confidentiality. Only initials are used in any sort of documentation so that they are not full names. That reduces risk of instant identification, for example. We employ the process of requesting the consent of the individual or the family involved so that they have the opportunity to provide permission for us to share information on the particular circumstances. All of our documentation is shredded after it's been shared, so that's another procedure we have in place to make sure that that is not something that would be out there in the public purview. Thank you.

Chairman: Thank you, Mr. MacDonald. I'm think that's just part of the question. I'm sure that the Member from Baker Lake has another portion of the task. Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Chairman. That does answer part of my question. My additional question t o that would be is; what reassurance do we have or does your department have in place when a case file has been concluded and how are you reassured as a department from the regional Inuit organizations that there have not been any duplicate files made? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Mikkungwak. I will go a step further. When you mention the use of initials I believe that would not be proper according to the act. The child's name would have to be divulged to the regional Inuit organization according to the act. Then you can take the rest of the member's question out of that context, Mr. MacDonald.

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Mr. MacDonald: Thank you, Mr. Chairman. Just a moment. Thank you, Mr. Chairman. I apologize for the momentary delay. At this point in time I have to tell you that we do not have any reassurance that an outside organization follows procedures and adheres to confidentiality standards other than expecting that verbally through that process of sharing the information. At this point in time we do not have a means of verifying that that has been done.

Chairman: Thank you, Mr. MacDonald. If I may suggest, the relationships that you have with the regional Inuit organizations may be something worth revisiting. Due to, as the member said, there are changes in boards, there are changes in terms, there are changes in staff: just to reinforce the confidentiality requirement according to the act.

I had no other names on my list, but Ms. Angnakak asked for a second round so please proceed Ms. Angnakak.

Ms. Angnakak: Thank you very much, Mr. Chairman. Thank you for this opportunity.

I just got interested when I was listening to some of your answers regarding conducting visits of group homes or foster homes and that. I want to ask, maybe just for clarification, when a social worker conducts a review of a home and maybe the general well being of a child under the care of the department, what are they looking for? Thank you, Mr. Chairman.

Chairman: Thank you. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr.

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| Chairman. I'll ask Mr. Arnold to respond | |
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| to that question to give you the details | Δ•/≪ϷϹ· • (ጋኣት∩Jና): 'd৮°௳广•. ୮'୦ ∢໋໋. |
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| Chairman: Thank you. Mr. Arnold. | ᡏ᠈ᡷᡥᢩ᠉ᡥ᠘ᢗ᠊ᢗ᠘᠋᠋᠄᠖᠋᠌᠌᠌ᢄ᠆᠅ᡃ᠋ᡀᢗ ᠋᠋᠋᠋᠋ᡏ᠆᠆᠈᠘᠂᠘᠘᠘᠘ |
| Mr. Arnold : Thank you, Mr. Chairman. I guess I'll differentiate annual inspections versus visits to the children. I think annual inspections particularly of foster homes or residential care providers; we're looking at a number of things. Safety features; do they have all the requisite safety features? The quality of the furnishings for the children, the | ٥٢٢٢ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ ٢٠ |
| clothing, the adequacy of food. Those are done annually. | ᠆᠆᠘ᡃ᠋ᡄᠺᠵ᠋᠉᠂᠘ᡏᠴ᠋᠋᠂᠆ᡧ᠋᠆ᡘ᠉ᡠ᠘᠂ᡘ᠉᠋᠘ᢋ ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| We also made a focus of our inspections to be far more client-focused, child and youth focused. What are the relationships | ۲۹۵۵ کې ۲۹۵۵ کې ۲۹۵۵ کې کې د د د د د د د د د د د د د د د د د د د |
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| With respect to visits that our social workers would conduct regularly with children, it's an opportunity to speak with them privately as to how they are doing there. What is their comfort level? How are they doing in school? The | ͺͺϤͳϭ·ͽͺͺϟʹ϶ͺͻͺϪϹ·ϐ·ϭϤʹͽͶϤʹͼͺͿͺϷʹͼϘͺ϶ͼϭ· ϐ·ϐͼϹʹϒͱͺϹͺϧͺϹͺϘͺϫϿͼʹϭϲͺͺϒϨ·ͽϲʹϲͺϤͶϥʹͼͺϹͺ ϷʹϨͺ϶ͼϲͺϪϲϲϚ;Ͷ·ϹͺϞϳϲϲͺϷ;ϒϽϪͼͺͼϭͽ ϹϹͼͿϭϫͺϧͺͼϧϲ; ϥʹϧϲ;ͼϳϧϲϧϧϧϧͼͺϿϲͺϷϲϲϧϧϧϧϧ |
| conversations can vary. You want to develop a level of trust so they can speak to you and talk to you. A lot of it is very much observation, just seeing the overall level of the relationships and the support. There is a lot that can be gained by that as opposed to having a checklist and just checking things off. Those would be the tangible differences. Inspections are a little more concrete but as I said we're focusing far more on the client relationships and the overall client focus. | ራ ^{ነና} ጋ ΔL ^e ዉ በበ ⁶⁶ bናdበ ⁶ bናላሪናጋ፞ጚሪና 1, 2, 3, 4, 5 ፖLቲም Þຼ ለልና ርሏLሏሮ ኦናኦኦናላፖፈሪናጋቲሪና, ΔL ^e ዉ ርdኦ ⁶⁶ ጋኑLሲ ⁶ b ^c ር ⁶⁶ ጋር ላ ⁵ ዮናይና ለፖ ⁱ ንቲቲና. ፖ ^{is} ጋ ፈፖL ^e ጋህ ርሏ ^e ዉ በህላሲኦኦፖLቲ ⁶⁶ . ናdኦ ^e ዉՐ ^b , Δ ⁶ ፖ≪ኦር ⁶⁶ . |
| Thank you, Mr. Chairman. | Ⅎ⅌ℶℎ⅌ (ϽϞᅪՈJᡗ): ˤdদᅆᅀՐᄫ,∆ષୖ୵≪ϷϹ୕⅌. |
| Chairman: Thank you. Ms. Angnakak. | [،] ظه ^و مأ ^د ے כעل ^و م ۲۹۵۵، ۵ذه, |

Ms. Angnakak: Thank you, Mr. Chairman. Thank you for your answer, that is interesting. What caught my eye is the fact that you said some of these reviews you do you do through the telephone. Especially if you are talking with a child that is out of territory, I know myself that you can talk to a child on the phone and talking to a child faceto-face you can get obviously very different information. I'm wondering if you can tell me how accurate you think it would be to get all the information over the phone? I'm just thinking that it is probably not such a great way of doing things. Thank you, Mr. Chairman.

Chairman: I didn't really hear much of a question there but, Mr. MacDonald, if you wanted to respond to that.

Mr. MacDonald: Thank you, Mr. Chairman. I'll allow Mr. Arnold to continue to respond to that.

Chairman: Thank you. Mr. Arnold.

Mr. Arnold: Thank you, Mr. Chairman. Thank you for the opportunity to clarify. There is no substitute for being able to see children and youth face-to-face. Our focus is, and our standards would be, our children and youth are seen monthly combined with the opportunity to speak to them, typically by telephone, simply as an opportunity or a means to check-in. So it's that combination, but there is not a substitute because you are not going to get meaningful opportunities to really connect with children and youth. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Arnold. Mr. Enook.

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Mr. Enook (interpretation): Thank you, Mr. Chairman. In relation to a supplementary to what my colleague said in relation to visitations of the foster children. In relation to what the Auditor General's report and also in reference to page 16 it is stated that whatever you do is no good, it's not satisfactory. It all says unsatisfactory at the corners there, on the right hand side.

We know that your work involves a whole lot of things. It's difficult and I do want to ask and I do know people who have taken children under their care, other people's children under their care so it is stated here that foster homes, nobody ever visits them. It says no one ever goes to see them. No department official. Perhaps maybe once a year. I wonder what the difficulty is for childcare officials to visit them. Thank you, Mr. Chairman.

Chairman: I believe the department did cover some of this, Mr. Enook. But in case Mr. MacDonald has thought of any other practices that are currently being done to address the concern that the member brings forward, I'll allow another response. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. Thanks again for the question. Looking on page 16, I agree. It is entirely unsatisfactory and let me tell you we are not satisfied with that assessment either.

In terms of visitations of homes and why our staff has not been able to carry out visitations regularly or even as per our own policies and procedures. As I stated before, there are a number of factors ranging from workload, turnover of staff, our ability to report, our ability to enable our supervisors to be able to keep track of Ϲᡃ᠋ᡶ^ᢎᠠᡶᡧᡃᢦᢣ᠋ᢦᡃᠥ᠋ᡅᡃᡠ ᠺᡣ᠋ᡃ᠌ᡃ᠌ᢐᡃᡳᡄ ᢂᡧᢧ ᠘᠊᠋ᠺ᠉ᠫ᠋᠋ᠺ᠋ᢤᠾᡡ᠋᠋᠋᠋᠋ᠮᡠ᠆᠋ᡗ᠕ᡔᡅ᠍᠍ᡆᡄ᠋᠋ᡶᡃᢣᢩ᠉᠊᠋ᢍ ᠌ᡈᡃ᠋᠋ᡶᢩ᠈ᡥᡆ᠋᠋᠋ᠺ᠘᠘᠘ ᠖ᢣᠯᢁ᠊ᡄᡏ᠘ᡩ᠘ᡄ᠘᠋᠋ᡬ᠋ᠮ᠋ᠺ᠕ᡩ᠘ᠧ ᠘᠋ᡶ᠋ᢩ᠆ᡁ᠋᠊ᡆᠺ᠘ᡃ᠋᠘ᢗ᠘᠋ᠮᡗᠺ᠕ᡩ᠘᠋ᢩᢧ ᡬᡃᡆᡆ

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| they are following up with their subordinates and saying 'okay you should be doing this now. All of those things are factors that have culminated in that outcome, in that unsatisfactory outcome. Moving forward, I think we will probably get to this in a bit more depth again, I assume. Of all the programs that really need an information technology system that can keep information accurate, keep pushing employees at all levels to increase their level of control of information and to maintain accountability at all levels, that is of critical importance for our department to have for this particular program area. I am confident that once we can move in that direction to have that type of system it would have a huge impact on these types of outcomes. I think that if we can have that and if we could move towards that capacity and that resource for our staff at all levels, we would see some progress and I would daresay some "satisfactories" show up on a table like this if they were to return again. So, I hope that addresses the question, thank you. Chairman : Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. I also thank him for his response. My other question I wish to ask relates to foster care (interpretation) tetr eit this example, if I were to foster a child and I am aware that certain criteria would have to be met and that certain expectations arise for prospective foster areits from your department. | the case files of their subordinates so that | CL ⁶ dd~Lc \^;4CPsbcCse <r< th=""></r<> |
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| Mr. Enook. $\triangleright_{\Box} < \Delta << \cup < A \land \leftarrow \forall \Delta \land \land$ | Chairman : Thank you, Mr. MacDonald. | |
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| Mr. Chairman. I also thank him for his response. My other question I wish to ask relates to foster care (interpretation ends) or a foster child. (interpretation) Let me cite this example, if I were to foster a child and I am aware that certain criteria would have to be met and that certain expectations arise for prospective foster parents from your department. | Mr Encols (interpretation): Thenk you | |
| response. My other question I wish to ask relates to foster care (interpretation ends) or a foster child. (interpretation) Let me cite this example, if I were to foster a child and I am aware that certain criteria would have to be met and that certain expectations arise for prospective foster parents from your department. $L \subset U^5 b \land 4^5 b \land 5^{+} U \leftarrow C \land 5^{+}. \Delta \succeq^{+}, \\ \sigma \land \land$ | | |
| relates to foster care (interpretation ends) or a foster child. (interpretation) Let me cite this example, if I were to foster a child and I am aware that certain criteria would have to be met and that certain expectations arise for prospective foster parents from your department. $\Box = \nabla^{5} $ | | |
| or a foster child. (interpretation) Let me cite this example, if I were to foster a child and I am aware that certain criteria would have to be met and that certain expectations arise for prospective foster parents from your department. $\Delta L \Delta \subset \triangleright \land \triangleleft^{\varsigma} \flat^{\circ} \sigma \land \downarrow^{\circ} \sigma^{\circ}.$ $(L^{\flat} d \land \square d \cap \square \cap \square$ | 1 7 1 | , |
| cite this example, if I were to foster a child and I am aware that certain criteria would have to be met and that certain expectations arise for prospective foster parents from your department. $CL^{b}dA \ ^{b}DALb^{b}b. Da AA^{b}dACALbG, AAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAA$ | | |
| child and I am aware that certain criteria would have to be met and that certain expectations arise for prospective foster parents from your department. CL ^b dd ⁵ bやとよ ^b b. レロ ベハ ^{5b} dハイイとケス, ハノベ ^{6b} ング ^{5b} イアン ^{5b} ハノベ ^{6b} ング ^{5b} ンケ ^{5b} ンケ ^{5b} ント | · · · · · · · · · · · · · · · · · · · | ᠋᠘᠘᠘᠆᠌᠌᠌ᢂ᠆᠕ᡩ᠖᠆᠕᠆᠉᠂ |
| would have to be met and that certain expectations arise for prospective foster parents from your department. CL ^b dd ⁵ bやとよ ^b b. やユ dA ^{5b} dのアイとケス, のJd ^{6b} Jd ^{5b} ィアィ ^{5b} のJd ^{6b} Jd ^{5b} C | cite this example, if I were to foster a | |
| expectations arise for prospective foster parents from your department. CL ^b dd ^ら bやとよっと、 ひっ dA ^{5b} dのトイレンス, のしd ^{6b} ひd ^{5b} イアイ ^{5b} のしd ^{6b} ひd ^{5b} とうっとうかったっとう | child and I am aware that certain criteria | |
| expectations arise for prospective foster parents from your department. CL ^b dd ^ら bやとよっと、 ひっ dA ^{5b} dのトイレンス, のしd ^{6b} ひd ^{5b} イアイ ^{5b} のしd ^{6b} ひd ^{5b} とうっとうかったっとう | would have to be met and that certain | |
| parents from your department. | expectations arise for prospective foster | ᢗ᠘ᡃ᠔ᡏ᠂ᡃ᠋᠖᠔ᡔ᠘ᢣᡃ᠋ᡃᡉ. ᠌᠈᠋ᡅ᠂ᡆ᠕᠋᠋᠉᠔ᡣ᠘ᢣ᠋ᡪ, |
| | | ᡣ᠋᠋᠋᠕᠆᠋᠋᠋᠋᠊ᢣ᠋᠘ᡩ᠉᠘᠕᠆ᡐ᠔ᢙ᠉᠘᠆᠕ᡔ᠘ |
| | r ···································· | |
| | | ۵د ^ի ْتَاجە (C ⁱ جەd) ۵داب ە |

| I am aware of these requirements, but | ᡣ᠋᠋᠕᠆ᡩᡃ᠋᠕᠅ᢗᡐᠴᠦ. (Ͻᢆᡃᡪᢣᡃᡆᢆᡝ᠌ᢪᡩ᠋᠅ᠫ᠅)᠂ᡃᢐ᠋ᠴ᠋᠅ |
|---|--|
| what I want to ask here relates to a foster | ᠔ᡆᠣ᠌ᠵ᠋ᡣᠧᢎᡩᠾ᠋ᡧᠵ᠅ᢄᢞᡇ᠋ᡱᢑᡄ |
| child once they have been sent to foster | ᢦᡃ᠈᠋ᡝᢩᢨᠧ᠋ᠴᢦ᠋᠋ᡃᢛ< ᢗ᠋᠋᠋᠆ᠳ᠈᠙᠈ᡔᡆ᠙ᡔᡆ |
| parents or in this case, to (interpretation | |
| | |
| ends) a family. (interpretation) What is | |
| the usual length of time where a foster | |
| child is under the care of the family or is | |
| too varied to try to come up with an | |
| average length of time to try to answer | |
| my question? | ᡣ᠋᠋᠋᠕᠆᠋᠋᠋᠕᠆ᡩ᠋᠉᠘᠆ᡩ᠋᠉᠘᠆᠉᠘ |
| ing question. | ᡣ᠋᠋᠋᠕᠆᠋᠋᠕᠆ᡁ᠘ᡔᢘᡊ᠆ᡆᢩᡬᡃᠶ᠆᠋ᡔᢥᡃᡁ᠙᠋ᢄᢞ᠙᠋ᡱ᠆ᡠᡄ |
| | ᠕᠆ᡅ᠕᠋ᡃᢑ᠘᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| When a child is placed in a foster home, | |
| are some of them fostered until they | |
| become adults or are there certain criteria | ጋየረ∝°σ₽L. ነፃት⁰ዹ广ካ ∆ካረ≪⊳ርናኈ. |
| that need to be met before a foster child | |
| can be returned or is the return of the | |
| foster child to their relatives your | |
| • | |
| underlying principle in these cases? | Δ⁶/«>C⁽⁶⁾ (Ͻ ^ϳ , λ ⁶ d ^c): ⁽ d ⁶ α, Γ ¹ C Δ.Δ ⁶ . Γ ¹ C |
| Hopefully I came across clearly. Thank | L°Ċ.o ^c . |
| you, Mr. Chairman. | |
| | |
| Chairman: Thank you, Mr. Enook. Mr. | └°Ċݐҁ (Ͻϳʹϧͽϥϲ): ͺϥϷͼͲϳϻͺϘϧϤϭϧϲͺϲ |
| MacDonald. | |
| | |
| Mr. MacDonald: Thank you, Mr. | ♦٢٢ ٢٢ ٢٢ ٢٢ ٢٢ ٢٢ ٢٢ ٢٢ ٢٢ ٢٢ |
| Chairman. Thank you for the good | ∩∩ھď دٴ <i>،</i> °℃° °¢ ک |
| · · · | ᡏ᠋᠔ᡆᢑᢂ᠂ᡎ᠗᠆᠕ᡩ᠘᠘᠘᠘ᢣ᠅ᢣ᠋᠕ᡄᠴ᠕ᢗ᠑᠕᠄᠖ᢕᢣᡃ |
| question. I think I'll ask Mr. Arnold to | ዾ ^ۥ ፟፟፟ኯዾኯዀዾ፞፟፝፝ኯ፟ጜና Δ <u>፝</u> ፝ዹዀ፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟ዾዀ፟ |
| respond to this so he could talk about | |
| particulars of the duration of time of | |
| foster care and some of the issues around | |
| that sort of revolving door that you | Δυγ<Ρς ⁶ (ϽϞ,2 ⁶ dς): ⁶ dμ ^e α, Γ ¹ C α. |
| mentioned. Thank you. | |
| | |
| Chairman: Thank you. Mr. Arnold. | |
| | ΛJ< ΛJ< ΛJ ΛJ ΛJ Λ |
| Mr. Arnold: Thank you, Mr. Chairman. | $C^{5}b\Delta^{5}c^{7}b^{7}c^{7}b^{7}c^{7}b^{7}c^{7}c^{7}c^{7}c^{7}c^{7}c^{7}c^{7}c$ |
| • | |
| Thank you for the question. You're right, | ᠘᠋᠋᠋ᡰᢣ᠋᠋᠋᠅᠘ᡄᡤᡃ᠋ᢆᡃ᠋ᢣᡃᡄ |
| it does vary. It can vary from a night or | |
| two of respite, because there may be a | |
| crisis. This is an ideal way to help the | |
| family with a crisis. | ᠙ᠡᡐᠦ᠊᠊ᡏ᠋᠔ᡆᡄ᠈ᡔᢑ᠋᠆᠘᠆ᡁ᠘᠆᠉ᡃ᠕᠆᠘᠆᠉ |
| | ᠕ᡄ᠋ᡨᠣᡰᠣ᠊ᠧ᠋ᠵᢟ᠋᠆᠕᠆᠕ᠴ᠋᠆ᡘᢛ |
| To something much more long term that | |
| oftentimes seems permanent, particularly | Π14°℃4< Δb<%C▷<_>∩▷<<%₽σ~℃°_∞ ₽/⊲σ |
| | |
| when many of our foster homes, really | |
| they're extended family foster homes. So, | ⁵ bC ^e IJO ⁶ P ^e D ^c , Δċ ^e σ ^e D Ϥ ⁶ bΛϧΡϞ ^c |
| | |

| we're providing support but at the same | ᠔ᢞᠾᡘᢩ᠂ᡔᡆ᠘᠊᠘᠘᠅᠘᠘᠅ᠺ᠘᠅ᠺ᠘᠅᠘᠘᠅᠘᠘ |
|--|--|
| time they're part of that family and so | ᡆᢣ᠋᠘ᡥᡆ᠋ᡗᢞᡆ᠄ᢅᡆ᠆ᠴᡥ. |
| there are many situations where the | |
| parents and the foster parents, who are | ᠋᠂ᡃ᠋ᠣ᠋ᠣ᠋ᡃ᠘ᡩᡆ᠋᠆᠋᠋᠋᠆ᡅ᠂ᡃ᠋᠖ᢗᢨᡃ᠋ᡃ᠋ᡣ᠋᠋᠋ᡏ᠋ᠴ᠋ᡗ |
| also family members | ᠋᠂ᡃ᠋ᠣ᠋ᢛ᠋ᡃ᠘ᡩᡆ᠋᠆ᠴ᠋᠋ᢉ᠄ᠴ᠕᠋᠋᠋᠋ᡃᡠᡄᡅᢣ᠋ᡏ᠌ᠴ᠋ᡗ |
| | ڡᢩᡥ᠈᠋᠅ᠣ᠆ᠴ. ϹΔ᠘᠘ᡄ᠋᠅᠂᠋᠕ᡷᡤᡐᡥᠣ᠋᠆ᡦᢑᠵᡝᡃᡲᢣ᠋᠘, |
| I think it becomes a longer term plan to | ᠘ᡄᢞᢉ᠊᠌᠌ᠵ᠋᠄ᠴ᠋᠘ᢣ᠘ᢩ᠂ᡆᢩ᠂ᠴᡗ᠕ᡥᡆ᠋᠋ᢁᠳ |
| ensure that children remain in their | ⊳∪∾∪⊂⊳,¬∿∩∢₀₽ |
| community, remain close to family, | ᠘ᡔᡃ᠋᠘᠋ᠫᡃ᠊ᡆ᠌ᡗᡃ᠊ᡠ᠌᠌᠌ᡔᠲ᠋᠘ᡄᢩ᠃ᢉ᠂᠋᠕ᡆᠥᢂ᠋ᠳ᠉᠋ |
| remain close to friends and their roots. | ᡣ᠋᠋᠋᠕᠆᠋᠋᠋᠋᠋᠆ᢣ᠘᠆᠋᠋ᡗ᠖᠄᠘᠘᠆ᡆ᠘ᡓ |
| Again, it does vary from something very | ∆ [⊾] √≪⊳Ċ ^₅ . |
| quick, and emergency-based where they | |
| | |
| return to their parents, to something that | |
| may be something a lot more long-term. | Δ▷/≪▷ርና▷ (ጋኳን፦dና(: ናਰኑቦኑና ୮୯୦ ∆ው, |
| Thank you, Mr. Chairman. | ᠘᠆ᢣ᠕᠊᠌᠘᠘᠅ᡁ᠘᠅᠙ᡩ᠋᠕᠅ᠺ᠁᠘᠘᠘᠅ |
| | 5 5 5 5 7 5 7 5 7 5 7 5 5 7 5 7 5 7 5 7 |
| Chairman: I appreciate that Mr. Enook. | ער [®] ל"ל"ל"ל"ל אין |
| Just recognizing the clock, it is a little bit | |
| after 12. We will continue with Mr. | |
| Enook's line of questioning when we | ᠈᠈ᠴ᠋᠋᠋᠋᠄᠋᠋᠄᠋᠋᠄᠋᠄᠋᠋᠄᠄᠋ |
| return at 1:30. We will adjourn until then. | 13:21 |
| Thank you. | 15.211 |
| | |
| >>Committee recessed at 11:53 and | △▷୵≪▷⊂ና ▷ (ϽϞϞ∩Jና): Ͻ°∿Ⴑረቦኁረ ∆_϶°Ⴍረ |
| resumed at 13:21 | |
| | Λτάςμασαςίηυ Coning 20 μ Δη |
| Chairman: Welcome back everyone. | !!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!</td |
| We're just going to go straight at it. | Δ.j°α [∿] Γς, C°≪ở⊂℃ς, ˤbΔˤd۶Þ/L⊀<. |
| We're going to get this department | |
| completed today. I'm looking at the | PP5N45651C Pd4 626656565 44L3 |
| agenda and I think things are going along | CLL&7LX&7D&7C LC 700 0 CL 00 0 0 2 4 LD CLL&7LX&7D&7C LC 700 0 CL 00 0 0 2 4 LD |
| quite smoothly. I'd like to take the time | ⁶ /2 ⁻² ⁶ |
| to thank the witnesses for their candor | 109 年17日 コロ, CA-00 アのアドビッビーのアック 人社の作った。 |
| and the honesty that the responses are | |
| coming. I would like to thank the Office | |
| of the Auditor General for highlighting | |
| | |
| some of the topics that we've been | $ [\nabla C \Delta_{\mathcal{D}} = \langle A^{sb} \rangle^{sb} D^{bL} L^{c}, C^{e} \Delta_{\mathcal{D}} = \langle C^{sb} \rangle^{sb} D^{bL} L^{c}, C^{e} \Delta_{\mathcal{D}} = \langle C^{sb} \rangle^{sb} D^{bL} D^{c} D^{c} D^{bL} D^{c} D^{bL} D^{c} D^{bL} D^{c} D^{bL} D^{c} D^{bL} D^{c} D^{c} D^{c} D^{bL} D^{$ |
| covering. | bdy⊃2°afor0rd, 39-F° 50-Jr ∩Pr_J C°d⊲ |
| | ϷቴϷィሊታዎና. ΓʹϹ Δ_ው. |
| To keep Mr. Enook's train of thought | |
| going. We will continue on with | |
| Compliance and Key Standards, | |
| paragraphs 39 through 50. Mr. Enook. | |
| | |
| Mr. Enook (interpretation): Thank you, | ᠂ᡃ᠋ᡃᢑ᠋ᠴ᠋᠅᠂᠘ᡆᠣᢂᡣᡕ᠋ᡝᡲᡃᡁ᠋᠋᠘ᢞᡠᢗ᠋ᠴ,᠙᠋ᡬᡃᡷᢂ᠋ᠳᢂᡋ᠐᠘ᠴ |
| Mr. Chairman. Good afternoon. | ؇ ^ؠ ڬٟڬڹۄ |
| | |

| Regarding the question that I brought up | ᡏ᠕᠕᠘᠘ᠼᢄ᠆᠙᠆ᠺ᠉᠋ᡏ᠙᠘᠉᠙᠘᠉ |
|---|--|
| earlier, I would like to supplement my | ᡣ᠋᠋᠕᠆ᡩᡃ᠋᠋᠕᠆ᡩ᠋᠖᠆᠕᠆᠕᠆᠕᠆᠕᠆᠕᠆᠕᠆᠕ |
| comments about foster care. My question | |
| is regarding the foster children. | Ͻ Ϛ ႱჼႦჼᡄ᠙᠋ᡬᡃ᠋ᢐ᠙᠋ᢗ᠋᠋᠋᠋᠋᠋ᢆᢐᢄ᠂ᠺ᠇᠘ |
| | ᠆ᡧ᠋᠆᠘ᢛ᠋ᡠᡄᢈᠧ᠋᠅ᠾ᠆ᠴ᠖᠊ᢂ᠋ᢙᠴᢕᡄ |
| Does your department have a goal, and | ٨٥،٤٠ د ذ المعام ٢٠٢ م ٢٠٢ ٨٢ م ٢٠٢ ٨٢ م ٢٠٢ م |
| do you work towards getting those | ᢙ᠋᠋᠈ᡩᡄᢈᠧ᠅ᢕᡱᠴ᠖ᢂᢙᢛᡆᢛᢣ᠋ᡃᡆ᠆ᠴᢉ᠅᠋ᢓ᠅᠘᠉᠊ᠣ |
| children returned to their parents? Do you | ᡏ᠕ᡣᡄᢂ᠋ᡃᡄᢥᡶ. ᠋᠂ᢅᡆᡃᢞ᠌ᡆ᠋ᡤᡃ,᠘ᡃᡟ᠙᠌ᡐ᠋ᡬᡃ᠋ᡃ᠅ |
| work towards that as the department? | |
| That is my question. Thank you, Mr. | ∆ьץ≪⊳⊂ኁ (ጋኳ̀Ბ∩Კˤ): ኀdᢣᅆႭ广ᡝ, ୮ᢣᢈ ∆.ჲŀ. ୮ᢣᢈ |
| Chairman. | L°Ċ¤ ^c . |
| | |
| Chairman: Thank you, Mr. Enook. Mr. | L°Ċᠴ ᡗ (ጋኣትበJና): ^ና d۶°ႭႠჼ, Δ°イペϷĊჼ. |
| MacDonald. | የኦቦ⊴᠋ᡝ᠘ ᡤ᠂ᡆᢩ᠕᠉ᡃᡆᡣᡣᢣ᠘᠋᠋ᡕ, ᢣ᠋ᢟ᠆᠆᠋ᠮ᠋᠋᠘ᢣᡃᡆᡆ |
| | ᠘ᢩ᠆ᢩ᠆᠋᠋ᢩ᠆ᡧ᠙᠂᠕ᡷᡬ᠖ᡃᢗᢏᡳ᠘᠋᠘᠆ᡣᢛ |
| Mr. MacDonald: Thank you, Mr. | ᡧᢣᡤᢨᡅ᠋ᡔᠣ᠈᠂᠋ᠴ᠋᠅ᠳ᠅ᡣᡄ᠘᠆ᡩᠫᢕᡟᡆ |
| Chairman. To respond to your question, | ٥ـــــــــــــــــــــــــــــــــــــ |
| first I would say that all cases are unique. | ᡖᡣᢩ᠉᠊ᢑ᠘ᡣᢩ᠂ᠳ᠘ᡩ᠋ᢄ᠆᠖᠆᠘᠂᠘ |
| Depending on the circumstances, how we | ᢂ᠋᠋᠋᠋᠋᠉ᠳᢕ᠘ᢛᡆᡅᢕᡘᡃᢐᡄᢗᢛᠧ᠌ᢁᡕ᠂ᢣ᠋ᡗᡪᡄᢆ᠋ᢩ᠘ᡕ |
| deal with the case will dictate the | ᡣ᠋᠋᠋᠋ᠡᠫ᠋᠋᠆ᡎ᠘᠆ᡁ᠘᠆ᡁ᠘᠆ᡁ᠘᠆ᡁ᠘᠆ᡁ᠘ |
| eventual outcome. In all circumstances | |
| our goals is to keep families together and | |
| reunite families. In short, yes, that's our | |
| goal to reunite children with their | |
| gour to reamite ennaren with then | |
| • | △°7≪▷< * (୦,५७,୦,୯): ,७४°०,୯, ୯,୯ ୮,୦ |
| parents. Thank you, Mr. Chairman. | Δ° ∇ ∇° Δ° . Γ° C Δ° . |
| parents. Thank you, Mr. Chairman. | Г`С ۵۵. |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. | Γ'ር Δዾ ⁶ . Δዾ⁶: ^ና ժታ°ዺΓ் ⁶ , Δ ⁶ ፖペϷርʹ ⁶ . bበLኦϷናbበሁ Γ'ር |
| parents. Thank you, Mr. Chairman. | Γ [·] C ΔΔ ^ϧ . ΔΔ^ϧ: [·] ቫታ [°] ឩΓં ^ኈ , Δ ^ϧ ϟ≪ϷϹʹ ^ͼ . ϧΟΓϧϷͽϧΟΓ Γ [·] C ϧϗϷϹʹͼ ϷͼϧϲϲϷͼΓͼ, ΔϿϽͼ ϪϲͺͼϥϞϤϯ |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. | Γ ʹ Ϲ ۵۵ . Δ۵ [•] : [;] ሪካት°ឩ广ঁ ⁻ , Δካረ«ϷϹʹ [፡] ⁶ . ԵՈԼϷϷ [;] ԵՈႱ ΓʹϹ ኣልԵϹʹ ¹ ⁶ ϷʹϧϲϲϷʹ;ͺ ΑΔΔ ^ϛ Δϲ [·] ϧϭϟ Λ [;] ·ͻϭϷʹ·ͻ Δϲϟʹϲ ^ϲ |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, | Γ ʹ _C ΔϿ ^ϧ . ΔϿ^ϧ : [;] dᢣ [ᢩ] ᡆᡏᡃᢆᡃ, Δ ᢣ᠙ϘϹʹჼ ^ϧ . ϧ∩LϷϷʹϧ∩Ⴑ ΓʹϚ ኣልϸϹʹჼ ^ͺ Ϸʹϧ ^ϲ ϲϲϷʹ;Ϲ, ΔϿΔ ^ϛ Ϫϲʹͽϭϟϲ ^ͺ · Λ ^{;ϧ} ϭϟʹͺϫϭϷʹʹϿ ϧʹʹϧͼϲϥϭͺϭϧͼϫϧ |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. | Γ [·] C ΔΔ [•] . ΔΔ[•] : [·] d۶ ⁺ αΓ ⁱ [•] , Δ [*] λ ² ϘϷϹ ⁻ ⁵ [•] . bΠLϷϷ [·] bΠυ Γ [·] C [\] AbϹ [·] [*] Ϸ [·] ⁵ ⁻ ² -2 Δ ⁻ Δ ⁻ ⁻ ⁵ ⁻ δ [*] bd ² λ ⁻ ⁻ ² ⁻ ^{2⁻²⁻²⁻²⁻^{2⁻²⁻²⁻^{2⁻²⁻²⁻^{2⁻²⁻^{2⁻²⁻^{2⁻²}}} |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit | Γ'C کے. ΔΔ° : 'd> ^a Δ ^b , Δ ^b / «ÞĆ ^{sb} , b∩L>Þ'b∩L Γ'C \&bĊ ^{sb} Þ'b ^c -c-Þ ^s L ^s , ΔΔΔ ^c Δ⊂ ^{sb} d/λ ^L J Λ ^{sb} d/λ ^c -σσϷ ^c -ͻ Δc ^j λ ^c b∩ ^s La/dλd ^s b ^s σ ^s P ^a σ ^b , b∩ ^s L ^c Aλd ^s b ^s σ ^s P ^a σ ^c -σ, d ^L L ₂ Þdd L ^c Lλ ^j / Δα ^j ^c L ^c Lλ ^s L |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family | Γ'C کے. Δ Δ [•] : ⁵ d۶ [°] α [†] [°] , Δ ⁶ λ [°] «Ρ ^c ⁶ [°] . b∩L ² P ⁵ b∩l Γ ⁵ C ⁵ db ^c ⁶ [°] P ⁵ b ^c ^c ² C ⁵ , Δ ₂ Δ ^c Δ ^{c⁶bd²} Λ ¹ LJ ⁵ A ⁶ d ² Λ ^c ² σ ² ² Δ ^c ² λ ^c ⁶ ⁵ b ³ La ² d ² Λ ⁴ b ⁵ σ ⁵ ² ⁶ σ ⁶ , ¹ C ² D |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very | Γ'C کے. Δ.Φ' : 'd৮° ۵. Γ', Δ''/ «>C'. b∩L>>'b∩L Γ'C \&bC'. > b'b' > L', ΔοΔ' Δ - ''d/ L' Λ''d/ (|
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their | Γ'C کے. Δ.۵ ⁶ : 'db ⁶ a, Δ ⁶ λ' «PC ⁶ ⁶ : bNLPP ⁶ bNb Γ'C \&bC ⁶ ⁶ P ⁶ b ⁶ c_P ⁶ L ⁶ , ΔΔ ⁶ Δσ ⁶ ⁶ dł _Λ ¹ LJ Λ ⁶⁶ dł _Λ ² σP ⁶ σ Δc ^j λ ⁶ bN ⁶ ba ² d _Λ 4 ⁶ b ⁶ σ ⁶ P ⁶ σ ⁶ , bN ⁶ b ⁶ N ⁴ a ⁴ b ⁶ σ ⁶ P ⁶ σ ⁶ , 4 ¹ L2 Pd4 Lσba ³ d ² d ⁵ d ⁵ d ⁶ d ⁶ C Lσba ³ b 4 ¹ d ⁴ L _Λ 4 ² b ⁶ Λ ³ d ² C Lσba ³ b ⁶ NJ ³ P ⁴ a ⁶ d ⁶ DJ Δc ^j ⁶ P ⁶ σ ⁶ , 4 ⁶ C ⁴⁶ b ⁶ P ⁶ σ ⁶ D, C ⁶ d4D ΔDΔ ⁶ ⁶ bP ³ Lσ ⁶ b Δc ⁶⁶ d ⁴ b ⁶ D 4 ¹ L2 |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their parents. With Inuit societal values, and | Γ'C کے ۵. Δ Δ ⁶ : 'd> ⁶ Δ ⁶ /2 Δ |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their parents. With Inuit societal values, and <i>Inuit Qaujimajatuqangit</i> and the | Γ'C کے. Δ Δ [•] : 'd> [*] ۵, Δ [*] /«>C [*] . b∩L>>'b∩L Γ'C \&bC [*] >'b [*] c_P [*] L, ΔΔΔ ^c Δσ [*] d/λ ^L J Λ [*] d/λ ^c σ [*] D Δc ^j λ ^c b∩ [*] Lα/4λ4 [*] b [*] σ [*] P [*] σ [*] , b∩ [*] L ^c A ₄ 4 [*] b [*] σ [*] P [*] σ [*] , b∩ [*] L ^c A ₄ 4 [*] b [*] σ [*] P [*] σ [*] , b∩ [*] L ^c A ₄ 4 [*] b [*] d [*] P [*] σ [*] , c [*] A ₄ ^L LA ₄ 2 [*] Λ [*] A ₄ C [*] b [*] C [*] C [*] , A [*] A ^L LA ₄ 2 [*] Λ [*] A ² P [*] C [*] C [*] , A [*] A ^L LA ₄ 2 [*] Λ [*] A ² P [*] C [*] C [*] , C [*] d ⁴ ΔDΔ ^c [*] b [*] C [*] C [*] C [*] , C [*] a L ⁻ L [*] b [*] Δ ^L Γ [*] D [*] A ² C [*] C [*] L [*] D [*] , ΔDΔ ^c >'A ² C [*] C [*] C [*] C [*] C [*] , 4 [*] L [*] D L ⁻ C [*] b [*] |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their parents. With Inuit societal values, and <i>Inuit Qaujimajatuqangit</i> and the government system clashed. There is the | Γ'C کے ۵. Δ Δ ⁶ : 'd> ⁶ Δ ⁶ /2 Δ |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their parents. With Inuit societal values, and <i>Inuit Qaujimajatuqangit</i> and the government system clashed. There is the Inuit societal values and traditions and | Γ'C کے. Δ Δ [•] : 'd> [*] ۵, Δ [*] /«>C [*] . b∩L>>'b∩L Γ'C \&bC [*] >'b [*] c_P [*] L, ΔΔΔ ^c Δσ [*] d/λ ^L J Λ [*] d/λ ^c σ [*] D Δc ^j λ ^c b∩ [*] Lα/4λ4 [*] b [*] σ [*] P [*] σ [*] , b∩ [*] L ^c A ₄ 4 [*] b [*] σ [*] P [*] σ [*] , b∩ [*] L ^c A ₄ 4 [*] b [*] σ [*] P [*] σ [*] , b∩ [*] L ^c A ₄ 4 [*] b [*] d [*] P [*] σ [*] , c [*] A ₄ ^L LA ₄ 2 [*] Λ [*] A ₄ C [*] b [*] C [*] C [*] , A [*] A ^L LA ₄ 2 [*] Λ [*] A ² P [*] C [*] C [*] , A [*] A ^L LA ₄ 2 [*] Λ [*] A ² P [*] C [*] C [*] , C [*] d ⁴ ΔDΔ ^c [*] b [*] C [*] C [*] C [*] , C [*] a L ⁻ L [*] b [*] Δ ^L Γ [*] D [*] A ² C [*] C [*] L [*] D [*] , ΔDΔ ^c >'A ² C [*] C [*] C [*] C [*] C [*] , 4 [*] L [*] D L ⁻ C [*] b [*] |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their parents. With Inuit societal values, and <i>Inuit Qaujimajatuqangit</i> and the government system clashed. There is the Inuit societal values and traditions and the laws of the government that are | Γ'C ΔΔ ⁶ . ΔΔ⁶ : ⁵ db [*] af [*] , Δ ⁶ d [*] QPĆ [*] ⁶ , bNLPP ⁵ bNb F'C \&bĆ [*] ⁶ P ⁵ b [*] C_P ⁵ L ⁵ , ΔΔΔ ⁶ Δσ ^{*6} dd ¹ A ¹ A ^{*6} dd ¹ A ² σP ⁵ D Δc ¹ d ⁴ bN [*] ba ² d ⁴ A ⁴ 5 ⁶ σ ⁶ P ⁶ σ ⁵ D. 4 ¹ LD Pdd Lσba ² d ⁴ A ⁴ 5 ⁶ σ ⁶ P ⁶ σ ⁵ D. 4 ¹ LD Pdd Lσba ² d ⁵ A ⁴ C ⁴ ⁶ D ⁵ C Lσba ³ b ⁴ A ¹ d ² d ² D Δa ⁵ (V ² D ⁶ C ⁶ D ⁶ C ⁴ D ⁴) A ¹ d ² D ⁴ C ⁴ D |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their parents. With Inuit societal values, and <i>Inuit Qaujimajatuqangit</i> and the government system clashed. There is the Inuit societal values and traditions and | Γ'C ΔΔ ⁶ . ΔΔ⁶ : 'd۶ ^a af ^b , Δ ^b /«ϷĊ ⁶ . b∩LኦϷ ⁶ b∩L Γ'C \&bĊ ⁶ ^b Ϸ ⁶ b ^c ccϷ ⁶ L ^c , ΔΔΔ ^c Δσ ⁶ bd/λ ^L LJ Λ ⁶ bd/λ ^c ΔσϷ ^c Δc ^j λ ^c b∩ ⁵ La/d _λ d ⁶ b ⁶ σ ⁶ ρ ^a σ ^b , b∩ ⁵ L ^c A ₄ d ⁶ b ⁶ σ ⁶ ρ ^a σ ^c J. 4 ^L L Ϸdd LσLλ ^j Δα ^j ⁶ L ^c LσLλ ⁵ ^b d ^b / ^L L ₄ d J ^b Λ ^j ₂ Δ ^j ⁶ ⁶ ⁶ ⁵ ² ² , 4 ^k LJ d ^b / ^k L ₄ d J ^b Λ ^j ₂ Δ ^j ^k ⁶ ⁶ ⁵ ² ² , 4 ^k LJ d ^b / ^k L ₄ d J ^b Λ ^j ₂ Δ ^j ^k ⁶ ⁵ ² ² ² , 4 ^k LJ d ^b / ^k L ₅ ^k ⁶ ⁵ ² ² ² ² ² ² ² , 4 ^k LJ C ^b d J ΔΔΔ ^c ⁱ ^k D ^k L ^{σ^k⁵²²², 4^kLJ C^ba Lσ^{i^k⁶} ΔⁱΓ^eΔ^c⁵²²²²²², 4^kLJ Lσ^{i^k⁶} ΔⁱΓ^eΔ^{c^k⁶²²²², 4^kLJ Lσ^{i^k⁶^k⁶²²²²²²², 4^k²²²²²²²²²²²²²}}} |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their parents. With Inuit societal values, and <i>Inuit Qaujimajatuqangit</i> and the government system clashed. There is the Inuit societal values and traditions and the laws of the government that are totally opposite of one another. | Γ'C ΔΔ ⁶ . ΔΔ⁶ : 'db ^e af ^b , Δ ^b / «PĆ ^{is} . bNLPP ⁱ bNb F'C \&bĆ ^{is} P ⁱ b ^e ccP ⁱ L ^c , ΔΔΔ ^c Δσ ^{is} d/λ ^L LJ Λ ^{is} d/λ ^c σP ^e Δc ^j λ ^c bN ⁱ ba/4n 4 ⁱ b ⁱ σ ⁱ P ^e σ ^b , bN ⁱ b ^c N4n 4 ⁱ b ⁱ σ ⁱ P ^e σ ^c d ^L L Pd4 LσbA/4 Δα ² ^s b ² P ^e σ ^c d ^L L Pd4 LσbA/4 Δα ² ^s b ² P ^e σ ^b , 4 ⁱ C LσbA ³ ^b 4 ^b A ^L Ln 4 d ² ^s A ^j n 4 ^p N ^c C LσbA ³ ^b (d ^j A ^L Ln 4 d ²) A ₂ ^j ^s ⁿ σ ^b , 4 ^s N ^c ^s b ⁵ P ^e σ ^c d ² . C ⁱ d4 d ² ΔDA ^c ⁱ b ² P ² D ² d ^c d ³ ^b d ² C ¹ C d ² d ² L d ² C ⁱ a Lσb ^{is} Δ ⁱ C ^a b ² b ² D ² ^c b ² σ ^b , 4 ⁱ L d ² Lσb ^{is} 4 ^j P ^{i^a^s} P ^c N ^c ¹ C ¹ C ¹ D ² d ² C ¹ C ² d ² C ¹ D ² C ⁱ a Lσb ^{is} C ¹ C ^a P ⁱ b ³ b ⁵ D ⁵ C ² C ¹ C ² C ¹ D ² d ² C ¹ D ² C ⁱ b ² D ² L ² d ³ L ² D ³ b ³ C ² D |
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| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their parents. With Inuit societal values, and <i>Inuit Qaujimajatuqangit</i> and the government system clashed. There is the Inuit societal values and traditions and the laws of the government that are totally opposite of one another. From yesterday and on, you stated that you're going to be incorporating Inuit | Γ'C ΔΔ ⁶ . Δ Δ ⁶ : ⁵ db [*] al ⁻ b, Δ ⁶ d ² Δ ⁶ b ⁵ : ⁵ db [*] al ⁻ b, Δ ⁶ d ⁵ Δ ⁻ b ⁶ b ⁻ b ⁵ Δ ⁻ c ⁵ , Δ ⁶ d ² Δ ⁻ b ⁶ b ⁻ D ² Δ ⁻ c ⁵ , Δ ⁶ d ² Δ ⁻ d ² d ² Δ ⁻ d ² d ² , Δ |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their parents. With Inuit societal values, and <i>Inuit Qaujimajatuqangit</i> and the government system clashed. There is the Inuit societal values and traditions and the laws of the government that are totally opposite of one another. From yesterday and on, you stated that you're going to be incorporating Inuit societal values. Do I understand, as you | Γ'C ΔΔ ⁶ . Δ p^{6} : 'db ⁶ al ⁻ b, Δ ⁶ λ' «POC ⁶ b. bOLPP ⁶ bOL F'C \abbabel{eq:abbabel{eq:abbabel{eq:bold}} A ⁵ b ⁴ al ⁻ b ⁵ b ⁻ c L ⁶ b ⁶ b ² |
| parents. Thank you, Mr. Chairman. Chairman: Thank you, Mr. MacDonald. Mr. Enook. Mr. Enook (interpretation): Thank you, Mr. Chairman. My colleague, Mr. Savikataaq, stated that it's the Inuit culture and tradition to keep the family unit intact. Following the laws it is very easy to apprehend a child from their parents. With Inuit societal values, and <i>Inuit Qaujimajatuqangit</i> and the government system clashed. There is the Inuit societal values and traditions and the laws of the government that are totally opposite of one another. From yesterday and on, you stated that you're going to be incorporating Inuit | Γ'C ΔΔ ⁶ . Δ p^{6} : 'db ⁶ al ⁻ b, Δ ⁶ λ' «POC ⁶ b. bOLPP ⁶ bOL F'C \abbabel{eq:abbabel{eq:abbabel{eq:bold}} A ⁵ b ⁴ al ⁻ b ⁵ b ⁻ c L ⁶ b ⁶ b ² |

| are going to be incorporating Inuit | ᠔ᡣ᠌᠌ᡗ᠆᠋ᠴ᠖᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
|--|---|
| societal values? So does that mean at | ᠌᠌ᡔᠻᢣ᠌ᢂ᠘ᡰ᠋᠋᠋, ᡔ᠋᠙ᢣ᠌ᢂ᠘ᡣ᠋᠕ᡧ᠉ᡔ᠋ᡅ᠋᠈᠄ᡆᡃᢞ᠋᠋ᢁ᠆ᡬᡃ |
| every possibility starting from the time | ∆ [⊾] ୵≪⊳Ċ ^{₅ь} . |
| that the child is apprehended. Is your | |
| department going to be working from that | |
| day on to return that child to their | |
| parents? Did I understand that correctly? | Δ୭/≪Ϸርና ୭ (ጋኣ̀ት∩Jና): ናਰ₽°ႭႠႦ, ୮୯୦ ∆.Ⴐ. ୮୯୦ |
| Thank you, Mr. Chairman. | L ^ь Ċ_o ^c . |
| Thank you, wit. Chairman. | |
| Chairman: Thank you, Mr. Enook. Mr. | ᠘ᡃᡃᡄ᠋ᠣᢏ (ᠫ᠋᠋ᡃᡪᢣᢕ᠋᠋᠋᠋᠋ᢣ᠋᠄᠂ᡆᢣ᠋ᠲ᠋ᡄᡤᡃ᠋ᢛ,᠘ᡃᡟ᠙ᠵᢗ᠋᠅᠋ᡰ |
| Macdonald. | ⁵₫ᢣᠲᢩᡄᡏᢣ, ᡤᠲᢩᡆ᠂᠕ᠬᡃᠣᠿᠺᢙᡧᠵ᠘ᠺ |
| Macuonaiu. | ୵୭°⊂∿ <tˤb∆ clºd౨∿b="" td="" ⊅ćʻป<⊃ʰbl.<=""></tˤb∆> |
| | L°a2jcP%D% bAL%bA%bcP%2L6C |
| Mr. MacDonald: Thank you, Mr. | |
| Chairman. And thank you for the | |
| question. Well, I think I'll first say | |
| somebody new to this area. I was recently | |
| at a meeting with other jurisdictional | |
| counterparts from other provinces and | |
| other territories. And as you may be | |
| aware in the media across the country | |
| these days, there is a great deal of | |
| attention being made to missing and | ڮۥٵۮڡ؇ڗڋۥۼ؞ڣ؞؋ڔؼڸڸ؆ٵ |
| murdered aboriginal women, for | |
| example. | ᠈ᠳ᠐ᠴ᠘ᢣ᠘ᡩ᠆᠕᠕᠕᠕᠕᠕᠕᠕᠕᠕᠕᠕᠕᠕ |
| example. | |
| Also about clashes or perhaps | ᡬᠯ᠋᠋ᢛ᠋᠋ᡗᢛ᠘᠋᠋ᠣᠳᠺᡊ᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘ |
| 1 1 | ᠋ᡃ᠋ᡃ᠋ᡋ᠋ᢄ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| inconsistencies perhaps would be a better | |
| word between the application in laws in | |
| various provinces and territories and | |
| traditional aboriginal cultural laws. So, | |
| we are not unaware of those challenges | CΔLΔΦΦυΔ΄ Δος κλί |
| here in Nunavut. | ᠘᠆᠋ᠳᠣᡏ᠋᠋᠋ᡃᢛ᠋ᢕᡄ᠋᠖᠖᠘ᠴ᠘᠋ᡗ᠕᠋᠉ᡃᠳ᠘᠆᠋ᢧ᠖ |
| | ᠘᠆᠋᠋᠋᠋ᡃᢛ᠋᠋᠔᠆᠋᠋᠆ᠴ᠂᠘᠋᠉ᡃ᠋᠊᠋᠋᠋ᢐᡄ᠘ᢣ᠋᠉᠋᠋᠋ᡣᢁᡃ |
| As you are all aware, there have been | [،] ۵٬٫۷۵۲م، ۲٬۶۵۲ مرزی C۵۲۵٬۹۵ |
| recent changes to this piece of legislation | ᠘᠆᠋᠊ᠣᢦ᠋ᡃᢛ᠋᠋ᠬ᠆ᡆ᠋᠘᠆ᠺᢁ᠘ᠴ᠘᠋ᡗ᠕᠋᠋᠉ᠳ᠘᠆᠋ᢧ |
| to attempt to redress the past structure of | ᡏᢗᡄ᠋᠋᠋᠋᠋᠋᠋ᠮᢣ᠘ᢞ᠘ᢞᠴᢗᠴ᠂ᡝ᠋᠌᠌ᡝᡘ᠇᠋ᡦ᠊, ᡏ᠋ᡃ᠋᠘ᠴ |
| the law that was applied in the past. So, | Ͻየ ૮Ϸ ᠘ᡃᡠᡃ᠋᠋ᠴᡣ᠋ᡃᠣd ᠕ᡃᡝᡆᡰᢣᡝᢣᡇ᠋ᡝ ᠘ᠴ᠋᠆ᢞᡥ᠋ᠳ᠉. |
| that has been a guiding focus ever since. | |
| That is one of the key reasons why our | |
| training, we've gone to great length as | |
| Mr. Ojah has mentioned before, to try to | |
| incorporate that type training. So that, our | |
| workers and predominantly southern | |
| social workers for example will have a | |
| better understanding of the communities | |
| and the culture in which they operate. | |
| and the culture in which they operate. | |

There is always a bit of compromise I guess between the safety of children and cultural or community and perhaps more accurately community understandings of the legislation. So, we recognize that a lot of that is our responsibility to try and help people understand those two. Sometimes the challenging aspects of what we do or what our workers, in truth, do.

So, I think going forward, what we are trying to do is make sure that no matter what we always keep as our goal and our end-state. Keep families together, keep children in communities together, keep children in communities and provide an opportunity for families in communities to have input, which clearly wasn't the case in the past. So, hopefully that gets to the heart of what you were asking. Thank you.

Chairman: Thank you, Mr. MacDonald. Mr. Enook.

Mr. Enook (Interpretation): Thank you, Mr. Chairman. You probably responded and I do apologize if I misunderstood you. My question is and I know that there are children that have to be apprehended by the department. When there is such a case and they to be placed in a foster home, I know that. But, my question is, if a child is apprehended by your department, my question is from when the time the child is apprehended do you start working on returning that child to their parents from the day of apprehension to whatever time. Thank you.

Chairman: Thank you, Mr. Enook. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr.

ጋየ/ኦԼᢣኦናበ⊲σ⊲ናLC ርLካd⊲ ᠘ᠸᢇ᠋ᡠᠯᡘ᠋ᡕᢣኦᢞ ᠘᠆᠋ᠾᡃᠴ᠙ᢞ᠋ᠴ᠂ᠯᡔᢛᢗኦበቦᢣኦᢐᡃᢑᢈ᠋ᡗ᠋᠋ᡶ᠅ᡁᢛ

Δ•/«ϷϹ·• (ጋኣትበJ^ϲ): 'ሪታ°Ⴍ广^ኈ, Γ'Ϲ L^ϧĊϼ^ϲ. Γ'Ϲ Δϼ^ϧ.

Δ•/«ϷϹ·• (ϽϞϷႶͿϚ): ·ϭͰ϶ͺϲϹϷ, ϹʹϹ Δ͵ϫϷ. ϹʹϹ ͺϷ·Ϲϫͼ

LゥĊዻና (ጋኣጓብሆን: ናਰታବୁ፫ኑ, ፊዮፖዊኦርኁ. ୮୯C ኦኦኦ, ርዮረገኄሁ የኦበ°σୁସናየਰ, ፈጋርብጏንናዕኦዮጋምና

₽▷σ⊲ˤLˤ. ˤdᡪᠲᡆᡤᡃ.

| Chairman Langell Lite Mr. Olah ta | |
|--|---|
| Chairman. I would like Mr. Ojah to | |
| answer that question. So specific details | |
| can be there. Thank you. | Δ•/<>⊂ና• (ጋኣ̀ት∩Jና): ኀdኑ°உ广். Γ'ር Ϸ'ኁ ⊲ሰ. |
| | |
| Chairman: Thank you. Mr. Ojah please | |
| proceed. | ▷᠈ᢣ (ϽϧͻϽͿͻ): ᠂ϭͿϧͼϭͺϹϧ, ϪϧϚϭϷϹϲͽ, ⊲ͱϹʹͻ |
| | ᠈ᡃᡆᢣ᠋ᠳ᠋ᡄ᠆ᢄ᠆ᡁ᠆ᡐᢐ᠋ᢕᢕᢄ |
| Mr. Ojah: Thank you, Mr. Chairman and | ᡏ᠕ᢛᡆᢕ᠋᠋ᠶᢑᢄ᠂ᢄ᠈ᢄᡔᢑᢄᡔᢄ᠈᠘᠃᠘ᠵ |
| thank the member for the question. As it | ᡏᡄ᠋ᡆ᠋᠄ᢣ᠘ᢛᢣ᠘ᠴ᠋ᢛ᠅᠋ᡔᡘ᠋ᠮᢂ |
| has been stated the safety and well-being | ᡃ᠋᠋ᡖ᠘ᢉᡃᢣ᠌᠌ᢄᡩᡆ᠊᠋᠌ᠫ᠋᠋᠋ᡬᡃ᠋ᠴᢀ᠋ᢗ᠋᠋ᠬᢣᢟ᠋᠄ |
| of children is our primary concern. | ᡣ᠋᠋᠋ᢖᢣᢀ᠋᠆ᠴ᠋᠋᠋ᢖ᠘ᢣᡗᡃᢛ, ᠕᠋ᡷ᠘ᠴᢩ᠉᠂ᡬᢩᢛᠣᢓ᠋ᢕᡗᢣᢂᢞ᠋᠋ᡆ᠄᠘ᠺ |
| Apprehension of a child certainly can be | ᡩ᠋₽ᠫ᠋᠋᠋᠈ᡶᡄᢩᢁᡄ᠂ᢩ᠆᠘ᠴ᠋᠕᠋᠕ᢣᢂᢣᡌᠴᡃ᠘ᠺ |
| very traumatic both to the family and to | ᢄ᠆ᡣ᠘᠆᠈᠆᠘᠆ᡩ᠘᠆᠘᠘᠆ᡔ᠘᠆᠆᠘᠆ |
| the child. What Inuit societal values has | ۵۷۶۲ ۲۰ ۲۲ ۵۲ ۲۲ ۵۲ ۵۲ ۵۲ ۵۲ ۵۲ |
| taught is that we must look to the | ᠘᠋᠋᠋᠅᠋ᠳ᠘ᢣ᠋᠋ᠶᡉ᠒ᡩᡬᢁ᠖᠉ᡄ᠘ᡔ᠋᠉᠘᠃ᠳ᠘ |
| - | C°⊂ Ľ°⊂ ⊲⊃°°C≻≺°°. |
| community, look to extended families, | |
| look to ways that we can as much as a | |
| humanly possible avoid the removal of | |
| the child if the child is not at immediate | |
| risk. | ᢀ᠋᠄ᡷᢦᠯ᠋᠋᠉ᢄ᠘ᡄ᠘᠋ᡅᢣᡃ᠋ᢐᢄᢗᢛ᠋᠋ᢕᡄ᠋᠘᠆᠘ᡔᢧ᠋ |
| | ᠈ᡔᡅ᠌ᡏᡆ᠋᠉ᠫᡏᡃ᠋ᡭᡊ᠊ᠺ᠊᠁ᠺ᠘᠘ᠸ᠋᠋᠉ᡃᠥ᠘᠘ |
| In so saying, if in fact the situation | ᡣ᠋᠋᠕᠘ᢞᢦ᠋᠕᠖ᡔᢈ᠘᠘ᢣᡗᡕ᠘ᡷ᠋᠕ᡩ᠆ᡧᢄᡔ᠘ᡁ |
| dictates that we do remove the child, | ᡬ᠆ᠳ᠂ᠯ᠋ᠵᠡ᠋᠖᠋᠕᠆ᡨ᠕᠕᠆ᡩ᠕᠕᠆ᢣᠵ᠐᠖᠘᠆ᠳ᠘ |
| albeit temporarily. It is a part of our | ᠋᠄ᡥᡄ᠋᠋᠊᠋᠆ᡏᠵ᠋᠋᠆ᡩ᠕ᡩ᠘᠆ᡁ᠘ᡁ |
| practice that we place a child for the | ᡏ᠋ᢗᡆ᠘᠋᠋᠋᠋᠋ᢛᡃ᠘᠋ᡗ᠋ᠬ᠋᠋᠋᠆ᠳᡆᠮ᠘ᡕ᠋ᢕ᠋ᢁ᠋ᢋ᠋ᠮ᠘ᡕ᠘ᡔ |
| shortest possible with family with whom | |
| the child may be familiar and who feels | |
| safe and comforted. | CAL ᡧ᠋ᡃ᠋ᡬᡕ᠋᠘᠘᠆᠋᠖ᢙᢄ |
| | مە%ئە/ك-2 1999-۲ مەجكى كەرىكى ك |
| There was a time, Mr. Chairman, and this | ᠕᠂ᡃᡆᡰᠵᡝᡶᡆ᠋᠉᠂ᠳᡄ᠘᠘ᢑᢕ᠋᠋᠕᠂ᠳᡄᡕ᠐ᢦ |
| goes back a couple years now, when | ل≪لەط∿∩⊶ס. ⊲لىت أد⊶⊇ت⊂⊳∞⊃∟د ∩₽بى |
| following the formation of Nunavut in | ᡣ᠋᠋ᠠᢣ᠋᠋᠃ᡄ᠘᠄᠉᠆᠖᠉᠆᠘᠉᠆ᡁ᠘᠉᠆᠘᠉᠆᠘᠉᠆᠘᠉᠆᠘᠉᠆᠘᠉᠆᠘᠉᠆᠘᠉᠆᠘ |
| 1999 we had taken the Child and Family | ⊲/᠈ᢣ᠋᠖ᢗᠵ᠘ᠸ᠋᠖ᡤ᠊᠋ᠴᡥ᠋ᡬ᠅ᠴᡗ |
| Services Act from the Northwest | ᠘᠂ᠳᠴ᠕᠄ᡃᡆᡰ᠈᠆ᡧ᠕᠋᠉᠆᠃᠘᠅ᢣᠺ᠋᠅ |
| Territories and, until fairly recently, when | ᠋᠋᠋᠋᠋᠋᠋᠋᠋᠋᠋᠋᠋᠋᠋᠋᠋ |
| we apprehended a child we did not have | |
| to go to court to prove anything. | <i>ᢣ</i> ᠌ᡒ᠌ᢞᢑ᠂ᡬ᠆ᡆ᠋᠕᠆ᡩ᠋ᡃ᠔ᡏ᠘ᢣᢄ᠈ᡷ᠘᠋ᡘ᠖᠋᠉᠆ᠺ |
| | ᠵ᠋᠋ᢛ᠋ᡗᢣ᠘ᡏ᠖᠋᠋᠅᠆᠘᠂᠕᠂ᢣ᠘᠆ᠴ᠋᠋ᠴ |
| With changes to the Child and Family | ∆℠ℎ℠℈⅃⅄ℰ⅂⅃℩ℳℴℳ, ՀՃ⅃Ճՙ℈ഀഺഺ Ճഺഀഀഀ |
| Services Act we now uphold the | |
| principles that says that the rights of | |
| parents must upheld and so now if we | |
| intend to keep a child and apprehension | |
| beyond three days, Mr. Chairman, we | |
| must go to court and seek a confirmation | |
| that what we have done is right and | |
| | ᠄ᠻᠫ᠌᠋᠋᠋᠋᠅᠋᠘᠆ᠫ᠆᠋ᠴᡩ᠆ᢓᢪ᠋ᢩᡅ᠋᠄ᢙᠫᢞ᠋᠘᠆ᠴ |

| momen That allows moments and familias | ᡔ᠆ᡄ᠌᠉ᡣᢗᢂ᠘᠘᠘᠘᠘᠘᠘ |
|---|--|
| proper. That allows parents and families | ס⁻רל־בייו ונואצניו לי בפרי. |
| to speak and it allows the community to | |
| respond to the work that we are doing. | ᢗᡄ᠋ᢩᡆ᠂᠋ᡐᢉ᠊ᠯᡏᠴᢩ᠈᠋᠘ᡄᢉᢣᢂ᠋ᡃᡗᡄᡗ᠋ᡶᡄ |
| | ᢂ᠋᠘ᠺᡃ᠋ᠫᡣ᠕ᢣᠯ᠋᠋᠋ᠴ᠋᠋᠋ᢛ᠑ᠳ᠋᠋ᡗ᠘᠋᠋᠋᠋᠋ᢆᢐ᠖᠋᠘ᡷᡃ᠖᠋᠋᠋᠋᠋᠖ |
| This is really significant in the difficult | ᡏᡄᠣᢛᡄ᠋᠋᠘ᢣᡅ᠋᠋᠆ᡩᢑ᠘ᡁ᠋᠉ᡩ᠘ᡁ᠋᠉ᡩ᠘ᡁ |
| work we do. Our primary concern, | ᡧ᠋᠋᠈ᢉᢦ᠋ᢆᡃᡠ᠆ᠴ᠋ᡬᢄ᠕ᢛᡅᢗᢂᠴᠣ |
| without compromising the safety of the | ᡧ᠋ᡃᡅ᠌᠌᠌ᡔᠲᡠ᠋ᠵ᠌ᢂᡩᢘ᠋᠘ᢑ᠘ᢑ᠋᠘ᢑᡗᢁ᠘ᡩᢧ |
| child, is to reunite the child within the | |
| family system. Thank you very much, | |
| Mr. Chairman. | Δ▷/≪▷ር∿ (ጋኣ፞ትበሆ): ኀሪታ°ႭႠႦ Γነር ▷ር. Γነር |
| | Δ.٥ ^ь . |
| Chairman: Thank you, Mr. Ojah. Mr. | |
| • | ᠘᠋ᢩᠣ : ᠋᠂ᢅdᢣᢩ᠋ᢁᡄᡏᢩᢣ,᠘ᡃᡟᠵ᠙ᠵᢗ᠅᠋᠆᠆᠘ᠴ᠂ᠯ᠋ᢣᢩᢛᡄᡏᢩ᠈᠂ᡬ |
| Enook. | $DPL_{1} = 0$ DL_{1} $DL_{2} = 0$ DL_{2} |
| | ⊴∧™d∩™1°C 000°. °1°2 ⊴∧™d∩™1°C 000°. °1°2 ⊍ |
| Mr. Enook (interpretation): Thank you | 4/\%dCD%bD/iLo |
| Mr. Chairman, and thank you very much | ባ/ ^መ ሪዮ [™] ሀር ሀጋ [™] <u>አ</u> ር ሀጋ [™] ር ቢ የህ-ር [™] ሩሲσ⊲ [™] ርና, የህ-ር [™] ሩሲጋ∆ [®] ዉሲ⊲ ⁶ ከ [™] ርና |
| for your clarification. I will enter into | , |
| another question that was brought up | ΡϷϞϷϭϚͺϹϲ·ͻͿ |
| earlier, and this is going to be my last | |
| one, or maybe my last one depending on | |
| the response that I get from the witnesses. | |
| the response that I get from the writesses. | Δ bharder and and a set of the |
| Mr. Chairman regarding the numbers | ᠘᠂<৺৸৽৸᠐᠘৶৸ঢ়৸ঢ়৸ঢ়৸ড়৸৸৸৸৸৸৸৸৸৸৸৸৸৸৸৸৸৸৸৸ |
| Mr. Chairman, regarding the numbers | ᠋᠄ᡃ᠋ᡋ᠌᠌᠌ᡔ᠘᠋ᡱᡠᠺᡃ᠋᠙ᢄ᠂ᠺ᠖ᢂᡔᡘ᠖᠖᠘ᡷᢘᢕ᠋ᡃ᠍ᢤ |
| that were brought up yesterday, and I'm | 73 >५⁰∩ฃჼ๗ํႪጋჼ ∆൧ഀഀ๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛๛ |
| not sure where I placed that document, | Δ_σςη,λιj‰ Δ‰βα_Δ۶‰ηςίς 73 |
| but it stated that the staff they are | ᠵ᠋ᠲ᠋ᡣ᠘ᠴ᠋ᡗ᠋ᡣᠵᢄ᠈᠋᠖ᡩᡄᡔ ^ᡝ ᡃᡁ᠋ᡥᢉᡃ᠋᠘᠋ᠸ,᠘ᠴᡗ᠋᠋ᡗᡗ |
| approximately 73 percent of staff that are | ÞˤbÞィˤbʰμLC ΔL°a ϽρィͽἀĹϷςL. Ċ°a |
| unilingual English. 73 percent of social | ୦୧୵⊳୮୯୦⊲₯₫, ຉ๔୭୳୮⊳୦ๅ-୦ CLơ 85 >५๙ |
| workers speak English only, that's the | Δڡۦٛۮؚڽ ٦, Δڡ۬σ٩ۥڮۮ 73 >٩ڡ |
| understanding that I got. And if I | ᠘ᠴᡄ᠋ᡄ᠈᠊ᡦ᠑᠌᠊᠘ᡱ᠋ᡗ᠆ᢩᢄᢄ᠈᠀᠈᠂᠘ᠫ ᠘ᠴᡄᡅᢣᡝᡆᡅᢟ᠂᠘ᠴᡘ᠋ᢕ᠄ᢄ᠖ᡃᡄ᠋᠆ᡆᢩ᠅ᡥᢩᡔᡥᡕ |
| understood that correctly, and looking at | |
| the majority of the population, which is | |
| 85 percent Inuit, and then 73 percent of | |
| the social workers in Nunavut do not | |
| speak Inuktitut. | |
| speak mukutut. | |
| I have no idea shout the shildren that are | |
| I have no idea about the children that are | |
| apprehended or put under the care of | |
| Family Services, and I don't know the | |
| percentage of them that are Inuit, but I'm | ᢄᠴ᠋ᡝᠳ᠋᠋᠋᠋᠋ᢐ᠘ᢏ᠘ᢞᢨᠣ᠕ᡄᡅ᠋᠋ᡃᡠᢗ᠅ᠫᡗ |
| sure that since we're 85 percent of the | ᠕ᠴ᠋ᡩᠲᢣ᠕᠅ᠴ᠘ᢗᡃᡆ |
| population then they will be a larger | ᡧᡃᢝ᠘ᡕᡏ᠋ᠴᡃ᠋᠂ᡣᡬᡄᡄᢄᡃ᠘ᡃ,᠂ᡧᢞ᠘ᡕᡏᠴ᠈ᡬ᠅ᡆ |
| percentage of apprehended children that | ᠌ᡈᢣᢄ᠂᠋ᡃ᠋᠋᠔᠕ᡆᢩ᠅᠋ᡗᡃ᠘ᢏ, ᠋᠋ᡰ᠋ᠵ᠕ᡆᢩ᠋ᠬᡄᡅ᠋᠋ᡱᢩ᠂ᡠᡕ |
| speak Inuktitut. That was a shock to me | |
| when I heard about the 73 percent; it is | |
| even a little bit scary. | |
| <u>,</u> | ᡏ᠋᠘᠂ᡃᠣᢂᡧᡊᠫ᠋᠋᠈᠊ᠾᢄ᠈᠋ᡃᢑ᠖ᡔᢣ᠘᠈ᡔ |

I'm very pleased to say that this is something that you're aware of in the department, so my question is; Nunavut was created because of our uniqueness, we wanted to make laws that are Nunavut-made so that we will draft and enact legislation that is as unique as Nunavut is.

I can't remember if it was this morning or not but during Mr. Mikkungwak's comments we heard that we have grandfathered the laws and standards from the Northwest Territories. When are the people of Nunavut going to get Nunavut-made pieces of legislation and standards? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Enook. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. You're very correct in your assertion that a great deal of the legislation in Nunavut is inherited from the Northwest Territories. We're well aware of that in our department as we recently conducted a legislative review to take a look at how we can prioritize pieces of legislation that need to be worked on, and to be made more representative of the Nunavut context or the realities today, because much of those pieces of legislation are older.

It has been mentioned a couple of times, perhaps not explicitly, that there have been changes to the *Child and Family Services Act* to ensure that the realities of Nunavut and Inuit societal values, in particular, are incorporated.

I think Mr. Ojah mentioned a few moments ago one example of how that's changed social work practice in the ϷΓ∿υ ϤΛͽϤΠͽϧϥϫʹ>∿υ, ϿαϘͼϹϲϷͽϟϹυͼ Ϥ;ϧϲϧͽͼϲ ϲϲυΔ΄Ͽ ΛͽϤϧΔ΄Ͽ ϿαϘͼΓϷϿͼ ΔϿϤͽϲϿϤϿͼϲ ϲϲϲϷͽϧͼϲͽϤͼͼ ϲ ϿαϘͼ κͽϷϹϷ;ϥϽͽυϲ Δϲͽυ.

Δ•/≪Þርኈ (ጋኣ̀≻∩Jˤ): ኀሪታ⁰ฉ广ካ Γ℃ ∆ഛ. Γ℃ LʰĊഛ.

ርL°Ⴍ ϤϹϷϟϤʹႭϭ ϭʹϲϷႶቦኦϷʹϷϾϾʹͼϟͰϟʹͽ. ϤϟϞϟʹͼϹϷϟϹϲʹͽϽϚϪϲʹϟϪ°ϿϚϟϨϟʹͽʹϿ ͰϲႱʹͽ ϿႭϘͱΓ ʹϐϿϪϚϽϭϘϚϪϿϪʹϿ ϷʹΛϪϟʹϒϚ ϪϲϷʹͼϸʹͼϹϷʹͼϟʹϷʹϧϷϭϤʹε.

Γ'Ͻ ϷʹϞ ϹΔLΔϲʹ·ͽϷϷ·LϚ ϷϤናΛϤϞʹͽ, Ϸ·ϽΛΓͻͿ ϤϟʹϞͽϭʹϒϲ ϟʹͻ ΔϼϲͺϞʹ ΔͽϷͼϪϞϟϟʹϒϲ Ϲϳϭ ϼͼ͵͵Ͽͼͳ. Ϫ, ϹͿ·ͿϤ ϷʹϷϷϟͺϧϒ

ᢄ᠋᠕᠕᠋ᠺ᠙ᢕᡐ

| territory. Your point is extremely well | ᡏ᠋ᢄ᠆᠉᠂᠘ᠴ |
|--|--|
| taken and that's a continuing problem | ᢀᠵᡄᠺ᠋ᠣ᠋ᡏ᠋ᠴ᠘ᡆᢧᢛᢑ᠘ᠽ |
| across many pieces of legislation, to | ᠕᠆᠋ᡅ᠕ᡩ᠋᠕᠆᠘ᢣᡗᢙᠴ᠋ᠴ᠘᠆᠋᠘᠆᠘᠂ |
| bring it down a level towards operational | |
| programs and policies and procedures. | |
| | ᢗ᠘ᡃᡆ᠋ᡝ᠈ᠳ᠘᠆ᡩ᠘᠆ᡨ᠘᠘ᡩ᠋ᢆᡆ᠋᠁᠘᠘ᡩᡆ᠘ |
| That's something that we're working on | ݐĊ ^ݑ ୰୷⊲℠∩⊂⊳℅ᢗݔ⊃∩ഺ⊃ Ҁℾѧ┥ |
| in a continual basis is to ensure that we | ᠕ᢟ᠆᠋᠆᠕ᢣᠺ᠕ᡷᡄ᠘ᡏᡃ |
| update our procedures to reflect the | |
| clients we serve in all sorts of programs. | |
| Thank you, very much for the question. | |
| Thank you, very much for the question. | ዾ∘/≪⊳ር∿ (ጋኣ̀ኑ∩Jና): ናd۶°ዺቮካ ୮୯୦ Ľ୭Ć |
| Chairman: Thank you, Mr. MacDonald. | ዾዹዾ፞፞፞፞፞፞፞ፚዻ፞ጚጜ፨ ፞፞፞፞፞፞፞፝፝ ነይዾኇጋ፞፞፞ጏ፞፟ኇ ፝ዾኯ፟፟፟፟፟፟፟፟፟፟ዄዀ፟ዀዀ |
| The next name I have on my list is a | ୮P°ଂଧସ ^₅ ଧ. |
| revisit with the Member from Baker | |
| | ୮ቦ⁰ኈጛፈኈ : L'፞፞፞፞ <u></u> ຼຼ ୍ ጏ፟፟፟ |
| Lake, Mr. Mikkungwak. | L⊂υ⊂ϷჼΩϷʹϧΩΓϞϳ ϤΛჼϭͶՐϲϷϳ Ϸʹċ΅ ϹΔL |
| Ma Mildungerola (intermetation) | L≦∧⊲σ 16-Γ ĊၑdϤ ᠖Ϸᢣᢣ᠉ᡤ᠂᠘ᢆᡃ᠘᠖ᢞ᠘ᢗ |
| Mr. Mikkungwak (interpretation): | 16 CL∆°σביֹליּי בִּינוּא°∿ר°בקב⊳ינכ ⊲ינב |
| Thank you, Mr. Chairman. Regarding the | C ^レ ੴਗ਼ ^{Cレ} ੴਗ਼ ^{Cレ} ੴ ^{Cレ} [®] ^C ¹ [®] |
| question that was brought up by my | ᡥ᠋ᢣ᠆᠋ᢛᡬ᠊ᡄᡅ᠋ᠠ᠘᠄᠙᠋᠕᠆᠙᠕᠘᠘᠘᠘ |
| colleague, and on page 16, he brought up | ظ ^ب ە 40~د-ط0~45° دلەط |
| the subject of the progress in addressing | ᡩᡃ᠋ᢛ᠋᠋ᢪᡄᢄ᠋᠈ᡔᡆᡄ᠋ᡄᢄ᠘᠘᠘ᢣᢩᡔ᠈ᡔᡆᡄᡕ |
| our recommendations and everything is | ۲۰۰۵ ۲۰۱۰ ۲۰۱۰ ۲۰۰۵ ۲۰۰۵ ۲۰۰۵ ۲۰۰۵ ۲۰۰۵ |
| unsatisfactory. To make changes to the | فىلام مى مى مەركە ھەتلە ھەلە ھەلەك ھەتلە ھەلە |
| standards and procedures to ensure | ᠫᢛ᠋᠋ᢂᢛᢕᢀᡔᡆᡕ᠊ᠧᡎᡆᢞᡁ᠂᠋᠕ᡧ᠋ᠫᢛ᠘ᡩᠴ |
| compliance with standards is established | nnsiås. |
| for case file management, regional and | |
| headquarters offices. | ᢄ᠘ᢞᡆ᠂ᡃ᠋ᢐ᠋ᠴ᠘ᡃᡄᡅ᠋ᡄ᠋ᡃ᠋᠆ᡔ᠉᠆᠋ᢉᢦ᠋᠂᠆ |
| | ⊲∧ ^₅ ₀ሰቦኑና. L'⊶ ∆ኁ⁄≪⊳Ċ. |
| What is the status of that one? Thank | |
| you, Mr. Chairman. | △ﻩ୵≪⊳⊂੶੶ (ϽϞϞ∩Jና): ናਰ⊁°ႭႠჁ ႠჄႠ ႠႲ°°Ⴎ⊲ჼჁ. |
| | ۲ [،] ۲ ۲ [.] ۲۰۲ ۲۰۲ ۲۰۲ ۲۰۲ ۲۰۲ ۲۰۲ ۲۰۲ |
| Chairman: Mr. MacDonald did you get | ℾℙ℠ህ⊲℠, ዾኄ₺₺₽ਜ਼₽₽๛₻∧₽Ს ⊲∧ᢑ᠔ᡤ? |
| the gist of that question? Mr. | |
| Mikkungwak, if you could re-phrase, or | |
| repeat a portion of it. | ୮P°ኈJ⊲ኈ (ጋኣጓ∩Jˤ): ኀሪኑ°ዺ广ካ Δኣረペ⊳ር፞ዀ. |
| | ᢄᡩᡄ᠋᠋᠖᠆ᡁᡄ᠋ᢂ᠋ᢄ᠋᠆ᢄ᠆᠖᠘᠘᠘ᢄ |
| Mr. Mikkungwak: Thank you, Mr. | L≦∧レ™ 16-Γ ൎឩഄഺ഻ഀഀഄ [ൣ] ഀഀഀഀഀ൨൨഻൙ |
| Chairman. As noted earlier this morning, | ⊴⁴८೨ L≦∧レ% 17-∿Სơ ⊲ጋ⊂⁵d⊁⊂⊲% 50-Г |
| my colleague had referred to page 16 | ᠔᠘ᡝᡆᠦ᠋ᠺ᠋᠋᠕ᡆᢑ᠈ᢄ᠈᠖᠉ᡷ᠘᠘᠘ᠵ᠅᠘᠘᠘ |
| where it showed unsatisfactory in all four | ᠕ᡃᠵᡅ᠊᠋᠋᠆᠆᠆᠆᠆᠕᠋ᢆ᠆᠕᠅ᡁᡘ᠉ᢆᡠ᠖᠋ᡷ᠖᠘ᢣ᠘᠆ᠴ |
| categories. On page 17 recommendation | ᡣ᠋ᡣᡪᡝ᠋᠋᠋᠕᠋ᡥᠣ᠘᠆᠋᠋᠋᠋ᢆ᠆᠖᠘᠋᠘᠆᠋᠋᠋ᢆ᠆᠘ |
| 50, the very last sentence says, | |
| "corrective action in order to address | |
| non-compliance with standards for | |
| headquarters and regional offices." How | |
| | ᠈ᡃdᢣᢩᢩᢁᡤ᠌᠉᠘᠋᠈ᢣ᠙ᠵᡬ᠅ |

| far along are you now in regard to that | |
|--|---|
| area? Thank you, Mr. Chairman. | △ᢑᠠᡧᡐᢄᡣ (ϽϞᡅᡅ᠘᠄᠂ᡆᢣᢩᡄᡄᠮ᠊ᢆ᠈ |
| | ₽₽४५–५של™∧₽°, ד׳כ גױכָּרַי? |
| Chairman : Thank you. Did you get that | |
| now, Mr. MacDonald? Mr. MacDonald. | └°Ċ┙° (੭ੑਖ਼ੑੑਖ਼ੑੑੑੑੑੑੑੑੑ੶ੑਖ਼ਖ਼°ਗ਼ੑਖ਼੶ੑਖ਼ਖ਼ੑੑਖ਼ਖ਼੶ੑਖ਼ਖ਼ |
| | ᡥ᠋ᡃ᠋᠆᠆᠉᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| Mr. MacDonald: Thank you, Mr. | ᠘ᡏᡏᡆᢩᢈᢂ᠋ᠴᡏ᠅ᡏᡬᢂ᠖ᡃᢑ᠋ᡃᢐ᠆ᡆᡄ᠔ᡔᡗ᠋ |
| Chairman. Something didn't come | \mathcal{P}^{r} |
| through at the end there. I'm sorry to | ር⊧₫⊲ ൎᡄᡃ᠋᠘∿ᡣᠺᠫᢍ᠈ᢄ᠈᠖⊳ᢣᠬ᠋ᢐ᠉ᠫᢕ᠈᠌2000 |
| repeat a bit of what you're saying just to | ᠙ᡝᡣ᠆ᠴ᠋᠋᠕ᡏᡐ᠋ᡣ᠖᠖᠘᠅᠘ᢄ᠆᠕᠕᠆ᢕ᠘ |
| make sure that I'm clear. You're looking | ጋ∖ኈ₽₽∿ቦႭ₽ਗ਼ ⊲∧ኈਗ਼∩ኑ∆ና ⊲ጋር⁻ํᲥᢣ₽√୮ 50- |
| at page 16 and the unsatisfactory progress | Ė<⊇∿. |
| from the 2011 audit. I think I lost the end | |
| where you were asking about the final | |
| sentence in recommendation 50. Would I | |
| be able to get that piece repeated, please? | |
| | Δ•/<Þር •• (ጋኣኦ•dˤ): ˤdኑ॰ዾ广ঁ•. 님, ᠘ᡄᢩ᠈ᡃᠾᢈᢈᢄ᠉ |
| Chairman : Thank you. Actually I lost a | ჂኣኈᲮ₽°∿Ր°ႭჼჃ ⊲ጋርናdᢣ₽∹ኈ 50 ር∆L°Ⴍ |
| portion of it as well, too. | ᠕᠈᠊ᢣᡣᡗ᠋᠆ᠴᢉᡄ᠋᠆ᡄᡃᡊ᠋᠋ᠵ᠋ᡗ᠕᠋᠋ᢠ᠖ᡔ |
| Recommendation 50 is talking about | ᠕᠆᠋᠋᠅᠔ᡏ᠘᠈ᡩ᠖ᢄ᠅᠑᠆ᠴ᠉᠖ᡃᢐᢄ᠘ᡔᡐ᠘᠁ |
| ensuring the staff; supervisors and | ݥ ^ݛ L∿ᠬᠺ᠋ᡔᠣᡃ᠂᠖ᠴ᠋᠋᠉ ᡬᡃᢐᡆ᠅᠘᠅ᡣᠺᠫᠬ |
| management are accountable for non- | ⊴™₽ᲮℂᲮᲫᲡᲚ₦<ᢡ? ᢗ∆L°Ⴍ ◁∧ႢႪ₽Ϸൎል° ୮՝ᢗ |
| compliance with the standards and the | ୮₽°ୄ୰⊲ଋ? |
| use of the results. The existing control | |
| processes, such as audits by supervisors, | |
| to take corrective action on deficiencies | |
| and to follow up on how these | |
| deficiencies have been addressed. Is that | |
| | |
| the gist of it, Mr. Mikkungwak? Ok. | ᢄ᠂ᡃ᠋᠋᠆᠆᠃᠂᠆᠃᠂᠆᠃᠂᠆᠃᠂᠆᠃᠂᠆᠃᠂᠆᠃᠂᠃ |
| Then at the bettern in your department's | ᡬᡃᢆᡰᡆ᠋᠋ᡔ᠋᠅ᢕ᠋ᠺ᠋᠋᠋᠅᠘ᢣᠧ᠋᠉᠘ᡔ᠋᠉᠘᠘ |
| Then at the bottom in your department's | ᢗᡃ᠙ᠳ᠘ᡆᡄᡗ᠂ᢩ᠕᠋ᢤ᠋ᠫᡃᡥᠠ᠘ᠣ᠋᠋ᡥᡗᢪᠦ |
| response it talks about establishing a | م ^ه ل۲ ^۱ ۵ |
| random file audit schedule to be | L ^ь Ċص ^c . |
| implemented at both the regional and | |
| headquarters offices in the medium term. | |
| The findings of these audits to be used to | |
| take corrective action. Mr. MacDonald. | |
| | |
| Mr. MacDonald: Thank you, Mr. | |
| Chairman. I apologize for not getting that | °P⊂LD4pqc d*P42pbCD4c PF5pc |
| the first time around. The department's | |
| response is accurate and in terms of the | |
| short term, what we have done is | ᠄ᡃ᠋ᢐ᠌ᡷᡶ᠋᠋ᠫᡘ᠆ᢩᡅᡰᡩ᠂᠋ᠫᢛ᠋᠔᠋ᡃᢛᢕᢣ᠘ᢞ ᠋ᡣ᠋ᢣᢄ᠋ᡃᢑᢗ᠆ᠴᢉᡰ |
| developed an audit schedule so | |
| supervisors in their supervisory training | |
| and in direction to them during some of | |
| | ᠘᠋᠋᠋᠋ᢛ᠋᠘ᠴᡄ᠋᠋ᡥᡥᠣᢑ᠋᠋ᠫᢛ᠋᠋᠔ᢛᡃ᠘ᢣᢩ᠃ |

the staff meetings that Mr. Arnold mentioned previously are being given direction to conduct random and regular audits of files to make sure that the case standards are being met and to reinforce with their employees the contents of the file so that that doesn't continue as it had in the past. I think that is the main piece of that. Thank you.

Chairman: Thank you, Mr. MacDonald. Mr. Mikkungwak**.**

Mr. Mikkungwak: Thank you, Mr. Chairman. Follow up to that, my question would be here and then is with the corrective actions to address the noncompliance with standards at the headquarters and regional levels and the audit that has been completed for three communities. When we look at Nunavut as a whole, we have 25 communities. When you have started corrective action to address the noncompliance with standards do you have plans to actually visit the other 22 communities considering that they all may be following the non-compliance standards that are presently surfacing from headquarters and regional levels to ensure that the non-compliance is addressed? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Mikkungwak. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. At present, we are continuing to expand, audit and file reviews and roll out this process. I can report that all of the Baffin has undergone, every community in the Baffin region for example, has undergone a complete file review. This is being continued to be carried out in other communities across the territory. We want to make sure that ᢗ᠘᠋᠋ᡌ᠊ᡆ_ᢗ᠋ᠯᢣᢂ᠋᠖ᡩ᠋᠋᠋᠆ᢗᡩ᠋᠆ᡘ᠅᠋ᢂᡔ᠖ᢕ᠙ ᡬᡃᡆ᠋ᡘᡃ᠋᠋᠋᠋ᡃ᠋᠃ᡩᢐᢂ᠆᠘ᢗ᠄᠂ᠯᢣᢩᢁ᠆ᠮ᠈

Δν/«ϷϹናϷ (ጋኣኦϷϭϲ)։ ናሪአዮ፬፫Ϸ Γ·Ϲ LϷϹϿϲ. Γ·Ϲ ΓΡ°ʹ·ህ⊲ናϷ.

ΓΡ° J4 () () Αναί): 1 στο α΄ Δυταρία ΓΡ° J4 () () Αναί): 1 στο α΄ Δυταργά Για Αναίος Αναίος Αναίος Αναίος Για Αναίος Αναίος Αναίος Για Αναίος Αναίος Για Αναίος Αναίος Για Αναίος

Δ•/ペϷርና• (ጋኣኦ•ሪና): ናሪታ° ἀι Γ΄ Γ΄ ΓΡ° ህ⊲. Γ΄ Γ μοίως.

L⁶Ċω^C (ϽϞʹϡϷϭϚ): ʹϭͿϧ⁶ϿͺϹⁱ Δ⁶γ «ϷϹⁱ⁶, Ϲ⁶α, Δ΄, CΔL⁶αΔ⊂Ϸ⁶⁶ϽͿ^c, ΔL⁶α ⁶δΡλ⁵⁶ϽͿ^c Ϸ⁵δΡ⁶α⁶⁶χ⁵⁶υ⁻¹Γ⁵^c CΔL⁶α ΔαϲϲϹⁱ^c ⁶PΓⁱ²γϷγ/L^{4^c} Ͻ⁶⁶d⁶⁶CϷγ/L^{4^c} ΠΩ⁶⁶δ¹dΠ⁶νϷ^{4^c}, CΔL ⁶δΡλ⁵⁶C⁵⁶^c⁶⁴-Δ⁶^c</sub> Λ⁵δ¹d¹⁶C¹⁶</sub>.

| I think the preceding portion of your question or comment touched a bit on what I would qualify as accountability about what happens I think when it's deemed that files are not being maintained as adequately as they should be or that the contents aren't there, for example, upon the results of an audit. That to me is a very clear supervisory issue. Once the recommendations of the Auditor General are made clear to the department, once the department has identified and agreed with those and taken steps to implement policies and procedures and resources, training and otherwise, for staff. It's up to supervisors at all levels to A: be accountable to |
|--|
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| Once the recommendations of the Auditor General are made clear to the department, once the department has identified and agreed with those and taken steps to implement policies and procedures and resources, training and otherwise, for staff. It's up to supervisors $\Delta c^{5b} d^{2b} c^{5b} c^{5b}$ |
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| identified and agreed with those and taken steps to implement policies and procedures and resources, training and otherwise, for staff. It's up to supervisors \Box^{0} |
| taken steps to implement policies and procedures and resources, training and otherwise, for staff. It's up to supervisors $\land \land \land$ |
| procedures and resources, training and otherwise, for staff. It's up to supervisors |
| otherwise, for staff. It's up to supervisors |
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| enforce those policies and procedures and |
| to ensure that there employees are doing CΔL°Q 站C ^b \Prd ^b b ^c C CL°Q |
| that function. $\Box = \Box $ |
| |
| I think accountability is something that |
| we all take seriously and we want to |
| make sure that we communicate this |
| through regular communication and |
| dialogue with our staff at all levels to |
| make sure that they understand the |
| importance of this process. |
| |
| Furthermore to make sure that they in the ארביסטיאר כביט אין |
| course of their day to day routine work ∧ບບລະ ວາຈະບລະ ວາຈະບລະ ວາຈະບລະ ວາຈະ |
| where we all know that they're busy that $L \rightarrow C \rightarrow $ |
| this continues to be emphasized over and |
| over again because of the seriousness of |
| it and the foundational nature of it to the |
| success of the program. Thank you. Δ^b/«>כ^{יb} (כלאלים: ילאים ד׳ ר׳כ בילים. ר |
| Success of the program. Thank you. $\Box = \Box $ |
| Chairman: Thank you, Mr. MacDonald. |
| Mr. Mikkungwak. |
| \dot{C} μ C |
| |
| Mit Mikkung wak. Thank you, Mit |
| Chairman. I guess my last question. |

| Overall, when you look at all these | Ċ°α Δας°σ Δοςιλία |
|---|---|
| recommendations and addressing the | ᠘᠆᠋ᠳᠣᡏᢛ᠋ᡣᢗ᠌ᠵᠣᡏ᠋᠋᠋ᢐ᠅ᠵ᠅᠅᠘ᡃᢘ᠘ᢑ᠘ᢑ᠘᠋ |
| non-compliance with standards and with | |
| all the corrective actions that are taking | |
| place, would you see this as a result to a | |
| guide for community social workers | |
| training? Thank you, Mr. Chairman. | Δ•/ペÞር •• (ጋኣኦካሪ): ናਰታ≏ዉ广ካ Γነር Γዖ≏ንህ⊲ጭ. |
| training: Thank you, wit. Chanman. | |
| Chairman: Thank you, Mr. | |
| Mikkungwak. Mr. MacDonald. | |
| Mikkungwak. Mi. MacDonalu. | ᠘ᡃᡃᡬᠴ᠋ᢩᡄ (Ͻᡃᡪᢣᡃ᠈ᡆᢗ): ᠂dᢣᢩᢁᡤᡃ᠂᠘ᡃ᠈ᠡ᠙ᠵᢗ᠅.᠘ |
| | c = c = c = c ($c = c = c = c$). $c = c = c = c = c$, c = c = c = c = c = c = c, c = c = c = c = c = c = c = c = c, c = c = c = c = c = c = c = c = c = c = |
| Mr. MacDonald: Thank you, Mr. | |
| Chairman. Yes. I think that, ultimately, | いっていいでいた。 いっていいでは、「「」」、「「」」、「「」」、「「」」、「「」」、「」、「」、「」、「」、「」 |
| that any time that deficiencies are noted, | ⁶ νμα ² ⁶ υ ² C ⁶ bσΓΡσ ⁶ Δ ⁶ νbαΔγ ⁶ η |
| whether it goes through the audit process, | |
| our internal auditing process, through | |
| feedback from clients, from the public | |
| and from employees as they identify it | |
| and have conversations with their | ᠕᠆ᡃ᠘ᡃᡃ᠋ᡪ᠋ᡃᢛᡣᢗᢂ᠋᠖᠅ᡬ᠋ᠴ᠘᠋᠉ᡃᠥ᠘ᡐᢛ᠒ᢀ᠂ |
| supervisors. All of that needs to filter in | ᠘ᡃ᠊ᡄ᠌ᡣ᠋ᡃ᠂ᡃᡠᢣᢩᢁᡤᡃ᠋᠂᠘ᡃᢞ᠙᠋᠌ᠵᡬᡃ᠋᠉ |
| to be synthesized into a plan of action, an | |
| action plan in this case, and a key piece | |
| of that is to make sure that the training | |
| that people need is there. So, very | |
| definitely yes. | |
| definitely yes. | △ﻩᠠ᠙ﻩ८: (੭ݩ,≻ﻩﻩﻩ): ੶ਗ਼ਖ਼ਁੵਗ਼ਸ਼੶ ר׳ੑ ८ﻩć |
| | ⊲∩₅₽₽ċテᡪ᠘. ᢗ᠘᠘ ⊲∧∿∩√⊲₅₽₽∩⊃⊲ᡪ᠘ ᡬᠲᡅ |
| Chairman: Thank you, Mr. MacDonald. | ᠕ᡩ᠋ᠴ᠋᠋ᠡ᠂ᡏ᠕ᡣ᠋ᡃᢨᠣ᠋᠆ᠳᡏ᠋᠉ᡔ᠋᠋᠋᠈ᡶ᠂ᡬᢡ᠋ᡗ |
| I don't have any other names on my list. | $\wedge \neq \cap \cap$. |
| As I started asking a couple questions at | |
| the beginning of this section, I'm going | |
| to continue on with a few questions that | |
| I've had in front of me. | ᡃ᠋᠋ᡋ᠋᠋᠘ᢣᡧ᠋᠋ᡣᡄ᠌᠌ᡔ᠋᠋ᢛᢣ᠘ᢣ᠋᠋᠉ᡔ᠄᠙᠋᠋᠋ᡏ᠄᠌᠌᠌᠋᠋᠋ᡗ᠘᠋᠋᠋ᢣ᠋ |
| | ხႶႾჂናċ ႮႶჼჂႠ 2011-ℾ. |
| I was going through the Hansard with the | ΔϟϳϽϹϡͶϧϷϚϷ;ͳϹͺϹ;ͳͽϞΓϟͽϞϷͶϷϟϿͼ |
| last review of this hearing of this | CLⅆᡃᢦ ႱペႾᡃݸ ᢦᠡᢞᡞ᠂᠕᠆ᡅ᠋ᡝᡃ᠋ᠪ᠋ᠬᢣ᠌᠌᠌᠌᠌ᠺ᠆ᡘ |
| committee in 2011. One of the concerns | ᠘ᠴᡄ᠋ᠬᢣᡃ᠋ᡥᠴ᠋᠋ᡗ᠆ᡆ᠅᠋ᠫᡄ᠋᠕᠆ᡩᡆ᠘᠆ᡁ᠆ᡁ᠆ᡁ |
| that was brought forward by the Office of | ᠘᠆᠋᠋ᢛᡆᠯ᠆ᡣᢣᠫ᠋᠋᠂ᡋᡰ᠘ᠴ᠂ᠴᡆ᠆᠆ᠳ ᠐᠋ᡗᢂᢞ. |
| the Auditor General at the time was | ᠫᢣ᠋᠋᠋᠋ᡃᢛ᠋᠋ᡣᡄᢂ᠂ᢞ᠋᠋᠆᠆᠘᠋ᢞ᠋ᢣ᠋ |
| coordination with other government | ᢄ᠘ᢞᡆ᠂ᡃᢐ᠋ᠴ᠋᠋᠋ᢐ᠈᠆᠕ᡔᡕ᠋᠕᠆ᡧ᠋ᠺ᠆ᡩᡄᡐ᠋᠘ᢞᡠ᠈ |
| departments, specifically at that time | |
| Education, Justice, Culture and Heritage | |
| now. As well, as we've already talked | |
| about some of the regional Inuit | |
| organizations, I haven't heard a lot of | |
| discussion in any of your responses on | |
| how that coordination is occurring, in | |
| now that coordination is occurring, in | ⊲٤∟ᠵ ∧᠅᠆᠆ᡔᡄᢂ᠅᠆᠆᠘᠅᠘᠃ |

| could maybe update the committee on progress Mr. MacDonald. Thank you. Mr. MacDonald: Thank you, Mr. Chairman. It's a good question. I could tell you that we do have ongoing coordination work that we do with other departments. You may recall earlier today we discussed the issue of housing, staff housing, and that's something that we've embarked upon with Nunavut Housing Corporation, for example. We're very early in that stage, but we're encouraged to hear what they've told us after we've asked them some preliminary questions, for example. | LC΄Δ^C (ϽʹϞϷϭʹ;;ϭͿϒͽͺϹ ^Γ Ϸ Δ Ϸ/ «ϷϹʹϷ. Ϲ ⁶ ϤΛ ^{⁶ν} dΩ ⁶ / Ϥ ² «Ϸ ⁵ ² ⁶ ² ⁶ ² ⁵ ² ⁶ ² ⁴ ⁴ ¹ ² ⁴ ¹ ⁴ ¹ ² ⁴ ¹ ¹ ⁴ |
|---|--|
| They've been very helpful, even just in answering some of our initial questions about how we can fix some of our housing issues for staff, as mentioned previously, working with Nunavut Arctic College on training and development of staff, particularly that long term aspect to get local labour into this particular occupation and working in this department. That's something that's ongoing and we think that although that's not going to serve our short-term needs it will help us in the long term. | ΟΔL ϿϤϿΓ ϟϹϚϽͽϞʹϐϲͺͺϷϭϤ Δϲ·ͼϭϤͽͶ;ϟϭϤͽͺͻͶͽ ϿϤϲ·ͼϲΓϷϹϷ;ͼͺϟ·Ͽ ϿϤϿΓϷϹϷ;ͼͺϹΔϹͼ ΔϿϲͺϧϷ·Ͽͼ;ϲϤ;ͼ ΔϿϲͺϒϧϿͼ;Ͻͼ ΛϲͺϤϤϧϷϧϲͼͽϽͼͺ ϤͽϷͿϹϷϿͼϲ;ϧͼϲ Ϸϲϔϧͼϲϧϧϥͼ ΔͼϷͽϽϲͺϫϧϥϲ |
| The Department of Finance with its human resources role, we want to explore with them, ways to minimize the lag time with staffing actions to make sure that we can fill positions in a reasonable timeframe. So there is quite a bit of work in that regard. | Λϲͺͺ·ϧͶϹͿϹϧϲͺ Δͼϧϼϭϼ; Ϙ;ϿͼϹϷϞͼϭϥϲϿϲͼͺϹͳͼϥͺϘͼϿͼϹϷϞϹͼϧϲϽϲ ; |
| Also, I guess I would mention that one of the things that we recognize that has been a weakness on our behalf is the whole piece around outreach and getting the word out about our programs and | CΔL ΛϚͺΡϿ;ͽϞͿ;; ϷʹϐϷϐ·ϭ·Ͽʹ·ͿͺʹϐϷϟͰ;ϤϾ、Δ, CΔL°Ϙ ΛϚͺΠϹϤ ΔέϷ ;ϳ·Ͽ Ͻ;ͽϺϤ;ϫϳϹͽϾϹͺϤʹϐͽϽϤ ͼϿͼͼϧϹ;Ͻͽ, ΛϚͺϤϚϿϤϳϿϧͿϹͼϧϹϼ Ϥ;ϹϿ ϿϹϭϷ ϤϽͽϚϲϲϤͿϹͿϲϹ ϹϹͽϤϿʹ·Ϳ ΠΓϷ;Ϥ ΛϲͺͼϧͶϹϿϾ ϹϹϽϹ ϹͽʹϭϤϲϲͻ ϳͼͼ |

⊃୳℠ՈℂϷJLீฉϷJユ⊲℠. ՙⅆᢣ՞ฉ广,ℾ℩ℂ ⅃⅌ℂ໋ഛ.

what manner it is occurring and how productive it is. I was wondering if you

| ΠΓ⊳Ϟͼ ΛϲͺͼϧΟΓϿϹͼ. |
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| CAL CLAበJ ^c CAL ^e உ ላነ/፟ዸ፟ኁዖበቦσჀታዀንና CLጋL ለ፫ኪଏኪଝʹ፫ላሁናበJ ላዛሬጋናርኦዀ ላጋዀ<ና፫ላJLሁናበJ ഛቋ୭ና ሁጄLʰdɨᠫC. ናሪታቄቋቮካ. |
| Δ•/«ϷϹ· • (ϽϞϷႶͿͼ): ናdታ°Ⴍ广ჼ ዖϷናႶϤናልና Γ·Ϲ LჼĊϼና. ϤͰͺ_·ϹϷʹͼ ϹͼͿϤ Ϥϟʹ·ቦና ϷናቴϷϟͺϚჼͼϧϷ;Ϟͼ LϲႱϲͺϫͽϭͼ Ϥ·Ͱͺ϶ϲϹϷʹͼ ΔϲʹჼͼϥϟϿʹϐϲͺϫϷϭͼ Ϥϟʹ·Ϲʹ϶ ͶΓϷϞͼ Ⴑ≪Lჼϭϐ ΛϲͺͼϧͶϾϧϷϾϤͼϧͼϹ ΛϲͺϤͺϧϲͶͼϭ. |
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I realize with the transition from Health and Social Services to the Department of Family Services, some of those identified committees or working groups may have fell to the wayside, or created some confusion. I would like to encourage the department to re-establish some of those ties. Maybe if you can inform me if there is work progressing to continue with some of that work? Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. That is duly noted. I can tell that you that officials from our department have begun and have been working on this since April 1, 2013 to identify existing committees, organizations, and working groups and try to plug into those. As you can imagine, throughout that transition, there have been admittedly ones that fell through the cracks. Over time we're gradually picking those up and identifying staff across the department with the necessary background or the expertise, or the function and the role within our department to take a lead on those.

There are deputy level committees, assistant deputy level committees within the government's senior officials, such as policy for example, that we are members of. We are taking a serious role in being involved across many departmental committees to ensure that policy gaps are being addressed.

There are a number of areas where we have, ourselves, and some of our sister departments have identified where there is no clarity for the public. What we want to do is work with them to develop a joint approach to finding solutions to those issues. Ċŀdd 〈ŀơdˤbˤaʰ̃̃́́ſˤϽϲᠢᢣᡃ᠈dʰᡠᡄᢂ᠋᠃ Δϼϲᡕᢣᡃݸ Δᡄʰ̃ſˤ, ΠΓΡϿᡃᢣ᠘ ᢣ᠋᠄ᡃ᠈᠙᠆᠆᠆᠆᠆ ᠈᠃᠙᠆᠆᠆᠆ ᡬ᠊ᡆᡗᢑ᠖᠒ᡣᠦᡆ᠋᠋᠋᠅᠘᠅᠉ᡔᡗ᠅᠖ᡆ ᠕ᡄᡕ᠋᠋᠖᠒ᡗᠣᡆᡐᡃᡄᡗ, ᠕ᡄᡕ᠋᠖᠒ᡥ᠆ᢩᡆ᠋᠄᠖ᡃᢗ᠋᠂ᡠ᠆ᡗ ᢗ᠘᠘ᡨᡆ᠘ᡩᠻ ᠋Γᠶᢗ ᠘ᡃᡠᢩᠥ.

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ΔϲϷϲ·ίLር ርLၑϭϭ·ϧ ႱペLၑϭ በΓ·ϭብቦϧϧዮͼ ϧበLኦ·ϭብቦϧϧዮͼϭͺ϶ͼϲ. ርΔL ϷͼͿͼϲϷͽ ΔͽϧϭϫϧϧͶϲϧͼͺ

Ͻየረፈናበላኈዮ<< ርኈ፟፟፟፟፟፟፟፟፟፞ፚናኮርኮረታና ለ፫ኊኈበቦሀLႱჂላኈርጅና ርLºdላ ጮdጋ∆ኈፈሏና ጳኈዮናርኮቦላኄኈንና ጳኈዮ<<ናላዯዹ፞፞፞፞፞፞፞፞፞፞፞፞፞ኆዾኁ፞፞፞፞፞፞፞፞፞፞፞፞ፚ፝፞፞፞ዾ

| I can tell you that we are working on those, and I think it will continue to get better as, once again, we establish ourselves a bit more firmly. Thank you. | ዻbዾ፞፞፞፞፞፞፞ዻዽ፞፞፞፝፝፝፝፝ ՟dᢣ°ዹ广፞፟፟፟፟፟፟፟፟፟ |
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| Chairman : Thank you, Mr. MacDonald. That's encouraging. I've always found that teamwork works a lot better than making decisions in a silo, where decisions sometimes overlapped, or the responsibilities are overlapped with some of the information that's out there can assist numerous departments, and not just one. | Δ৽/《ÞϹ ·• (ϽϞϷႶͿͼ): ·dϧ°ϱϮͼ, ϚʹϹ ͺϷ·ϲʹϼͼ. ϹͺϹ··ϼͺͺϽͺϒΡΓϼͼʹϺϥʹͽ·Ͻ;ͼ ϧϽ;ϷͼϦͶϮͼϽϭ;ϲͼ ϹϪͺϷ ϤϹϷͼϺͼͿͼ·ͼϳͼͼϷͼϧͶϮͼϽϭ· ΛϷϭ·ͼϧϷϟͽϞͿͱͺϹͼ ΔϼϿʹ·Ϲ·϶ϭ·ͺϹͺͰͼͿϤϫϿͺ·ϐϲϲͺϲϳͽϞͰϹͼϲϹϷͼ ϽϛͼϧͶͶ;ϥϹϷͼϲϲ;ͻϪͼͺϹͼϧϷͼͿϣͼϧͺϾͺͼϗͼ Ͷϲϲͺϐͺϧϧͼ |
| I would like to switch gears here just for a second. I would like to go back to where you were speaking earlier about some questions regarding incomplete criminal record checks. I think most of us here are aware through some of our outside activities, myself for coaching, sometimes those criminal record checks take some time to get processed through the Royal Canadian Mounted Police. | ŰႭ ϤϟϤϭ·ʹϚ ϷʹͽϷϟϞϞʹͽႱϲͼϷϪ°ႭϨͰϞʹϧ, ϷႶͺϤϷϪ°ႭʹϿϹ ϷʹͽϷϟͺͽϷϷϟϛͽϲ ϹϪͽϤϤ ΛϟͺͽϟϹϫϒϲϿϪϚ ϚϟϚϞϟϹͱϹͽϹ ʹͽϷϷϟϛͽϹϷͿͶΓϭʹϔϚ, ϹΔϹ Ϲʹͽϐϭ ϟϲϹϭ ΛϲͺϨϿ;ϞͽϚͱϹႱϚϹ ϤͱϹϿϚϹϷʹͽ Λ°ϞͿϤʹͽϽϼ ϷϹϷϷϟʹϞͿ·ϿϹ ϚϚ;ϲϷʹͽϟϹʹϷϷͻϪʹϞϹʹϳ ʹϐϷϷϞϛͽϹϷͿͶϚϤϭϭϧϲϨϿͽ ϷͶϚϟϟϞͿͱϹϲ |
| Has this time lag created any challenges for your department in services to youth in Nunavut? Thank you. Mr. MacDonald. | ᢗ᠋᠋ᡄᢩ᠆ᡧᠯᠦ᠊ᢂ᠋ᢗ᠋᠋᠋ᢁᢗ᠅᠙ᢉᡏ᠋᠋ᠮ᠋ᢐᡃᠥᢗ᠋᠂ᠳᢣ ᠕ᡪᢣᡃ᠈᠘᠋᠋᠋ᢞᢉᡃ᠋ᢦ᠋ᠴᡐ᠋᠋᠋᠋᠋᠋᠆ᢤᡁ᠄᠖ᡃ᠋ᢂᡷᢣᠳ᠋ᠮ᠋ᠮ᠂᠘᠆᠋ᡃᡘ᠆ᠴ ᠍ᡆ᠋᠘ᢁᢣ᠋᠋᠋ᡏ᠋᠙᠋᠘᠋ᢩᢣᡬᠴ᠋ᡗ ᠴᡆᢁᡃ᠋᠋᠋᠋ᡏ᠋᠙᠘᠋ᢩᡰᡬᠴ᠋ᡗ |
| Mr. MacDonald : Thank you, Mr. Chairman. I think in a general sense, I can quickly respond to you by saying yes. Even if you consider staffing alone, it wouldn't be a surprise to anybody in the room to learn that, particularly in Iqaluit, there a lag between when a potential employee can get the record check and apply for a position, between that point in time and when that paperwork gets back to the department. That's a challenge for us on the whole. It continues to be a challenge over time. | L⁶Co^C (ϽϞϞΛͿϚ): ⁶ d ⁴ ^c ac ^b , Δ ⁶ /«ϷĊ ⁶ ⁶ . Δ΄, ϤC ⁶ Γ< <u></u> ⁵) JΔĊ ⁶ Δ/LΓ _J J ΡϷ ⁴ ^c ac ⁶ P ^C . Δ΄, Ϥ ⁶ ^c Δ ⁶ ⁶ ^b ac ⁴ ⁶ |
| Personally, I have lived in a number of | ৺ᡄ᠋᠋᠋ᡗ᠊ᢄᡐᡐ᠋᠋᠋ᠥ ᡏ᠘ᢣ᠋᠋ᡷ᠋᠋᠅ᡘ᠘ᡩ᠋ᢕᢕ ᠖᠋ᢂ᠋ᡔ᠋ᢤᡄᢂ᠘᠖᠘᠘ᡩᢕ᠘᠖᠘ᡩ᠘᠖᠘ |

| other smaller communities, and I've always found it to be a much easier process in that respect. Even in my own experience, I've been able to apply for a criminal record check and get it the same day. That varies from community to community, and from detachment to detachment. | ለኦሲኈርϷʹϿσ ወዉሮ° ር°ዉ ላኦኦሶ∿ቦበላጭሁና bLቦኦϷσኈሁ. ርLካdላሮ ዉጋዉΔኈጋናሥራሲናጋቦና ΔᡄሶናጋሮሲσናቯኈሁላΔና. |
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| In terms of specifics around child and family services cases and the record checks on family members in households, I would like to ask one of my counterparts to speak to that in more detail if that's where you want to go. Thank you, Mr. Chairman. | ΛϚϧϷϽʹϐϷʹ·ʹϹϷϧͻϤʹ·ϹʹͼϳʹͽͺʹϷϷϷϞϚʹϭϲͺϹϲϹϹ Ϫ·ϿϹϷʹͽϹͶϹϭͺϪϲͿϲͽϛͺϿϲͺϷϹͺϤϪʹϚϤ ϷʹϧϷϲͺϲϓϤͼϷͼϭϿͼϫϾʹϞͺͺͺ;ϥϧͼϫϹͼ |
| Chairman : Thank you, Mr. MacDonald which colleague of yours would you like to defer that to? | Δ•/ペÞርና• (ጋኣኦበJና): ኀלא²ฉרֿי ר׳כ גיכֿבּ. ﻣַרָּקַי סַרָיזלאַפּי? |
| Mr. MacDonald: Thank you, Mr. Chairman, I think I will ask Mr. Ojah to speak to that one. | Lሶር፞፞ዾና (ጋኣትበJና): ^ና dታ°ዺ广፞ ^ኈ Δ ዮረኞኦር፞ዀ. ୮ ^៶ ር ዾ፟ታ፞፝፝፝፝፝፝፝፝፝፝ ዾ ^ና bዾ፞፞፞ኯዾኁ፞፞፞፞d፟፟፟፟፟፟፟፟፟፟፟፟፟፟ |
| Chairman: Thank you, Mr. Ojah please. | Δ•/ペϷϹ ና• (ጋኣትበJና): ናਰት°ฉ广•. ୮ [、] ር ϷʹϞ. |
| Mr. Ojah : Thank you, Mr. Chairman. I want to preface what I say by first saying to the committee that we work very closely with the local policing authorities and over the last couple of years our requests have been met with the greatest sense of urgency by the department and by the RCMP. That certainly has been very helpful. | >> >> >> |
| That being said, we will not, for the safety of children move away from minimizing that requirement. It might take a little bit longer in Iqaluit to get criminal record checks, but they are absolutely essential. We may have in the past not followed that premise as closely and appropriately as we should. I am confident that at the present time we are | CΔLΔϹϲϷ ⁵ Δ ⁵ LC CL ⁶ d4 / ʔ/ἐ ^Ϛ Ϥ ^Ϛ C Δ ¹ ⁵ ³ ¹ |

doing all we can to ensure that that factor is always present in our mind. Thank you, Mr. Chairman.

Chairman: Thank you, Mr Ojah, at no time was I suggesting that you remove that requirement, that's for sure. Along the same lines, one of the concerns brought up in the 2011 report, was the lack of any documentation of background checks on group homes; whether they are licensed. I know you have talked about doing annual visits and studies of these types of facilities.

Again going back to some of the 2011 recommendations and some of the commitments made at that time, we have all witnessed that there have been some gaps; we will say to use the term politely. Can you assure us that during these annual reports that these group homes and care facilities are licensed and all the background checkboxes are being ticked off in your reports? Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. Yes, I can assure you that all of our existing facilities have been checked, and the annual audit process is one process to maintain a clear understanding of where those facilities stand, but we have taken that requirement quite seriously and even in terms of our process to accept proposals from facilities, we met them at the initial stages of the process now. It is a huge liability risk and we want to make sure that that is taken care of for the sake of our clients. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. MacDonald. I do have a couple more questions for you, but I would like to ask a question to the Office of the Auditor General in the interim. ᠕᠋᠋Ϛᢣᢦ᠘ᢣ᠋ᡃᢐᢨ᠈ᡣ᠋ᡃᠤ᠘᠋᠋᠋ᠮ᠘᠅᠋᠘᠅ ᢗ᠋ᢞᡇ᠋᠋ᡔ᠄᠂dᢣᢩᢁᡤᡃ ᠘ᡃᢣ᠙ᠵ᠋ᡬ᠅

L⁶C^{ΔC} (ϽϞϡΛϽ^C): ⁵d³⁶^{Δ⁵}Δ⁵/⁴C⁵^C^Δ, Δ΄, δ⁵b³/⁶^Δ, δ²^Δ, δ

The department has spoken fairly repeatedly about an electronic monitoring system, the case monitoring software. I can only imagine how challenging it was for your audit crew to be going into some of these files and seeing the state of some of the files; having been handwritten and typed out. I don't like asking opinions, but I am going to ask it Mr. Campbell, is it the opinion of the Auditor General of Canada that electronic monitoring systems, or a case management system, would be greatly beneficial, or how much of an impact do you think it would have on a department such as Family Services, Mr. Campbell?

Mr. Campbell: Thank you, Mr. Chairman. Yes it would be beneficial. I don't think we went quite as specifically in our first audit to recommend that, for a couple of reasons. We felt that the department had plenty on their hands to deal with, and secondly sometimes we are reluctant to recommend to departments to invest money in the systems because sometimes systems take a lot of time and a lot of money and don't always deliver what is required.

So, we didn't recommend it for those reasons because we didn't want them to spend all their time and effort doing and not deal with the more substantive issues. But, yes, certainly I think that having a case management system that provides alerts when things are coming due or past due which certainly would be good management tool for sure. Thank you.

Chairman: I appreciate your candor, Mr. Campbell. I am going to ask a similar question to Mr. MacDonald. I know you have talked about more than a couple of times about the value of a case ۵
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| management system to be done electronically. How much work to date has been done on the analysis of the value of a case management system such as what we are talking about? Mr. MacDonald. | ^ና bሊኣϷ፟ [;] አቃና. ናbጔበቦ ር፞ၑdዻ ዻጏ፞በናbፍኑናLኈႱር ናbሊኣϷ፟ [;] አቃሬና ናbϷϟኣኈርϷィL≪ና? Γʹር Lၑርႆጔና. |
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| Mr. MacDonald : Thank you, Mr. Chairman. And, I thank Mr. Campbell for supporting what we think of as a critical piece of our ability to improve our services and moving forward. At present, within the current department and with the Child and Family Services division, there is a contractor who is working to begin the process of needs determination. Essentially what that will become is a requirements document. So the requirement document will document the breadth of programs and services that division delivers to the public as well as others aspects such as human resource tools and training tools as well. | LⁱC ^j ^c (Ͻ ⁱ , ^λ) ^c ⁱ |
| Once that requirements document is complete, then the department will be in a position to move forward on an RFP for example and to have a really documented and solid footing for the business rules of how we conduct our business within this area. | CΔLϲ Ċჼďዻ በበናჼჼርϷናበላჼჼႦር ለታϷʹታሊዻጵና, ለϲሲልჼ Δጐቦናናፖቦላዎኄጭፖሁታჼንጋჼ ႦჼጋናႱჼኣ୮ჼ ኣჼዸ፟፟፟ጏσ LσLበናበኌσ በበჼነጋርϷናበላჼፖLኌበჼ ჼႦኌჼ ጳϷሬናበቦላჼႦჼĽჼႱና ርĹσ. |
| From lessons learned from other divisions within the department such as Income Assistance and Career Development which have already gone through this process. We feel that we are in a position to learn from a lot of the lessons and the setbacks and so on from those two program areas. And I think that we are quite confident that by pooling resources across the department and in that regard we will be able to move forward on that. | ላዖናበዮሙ ለ፫ኪልዮჾ ል፫ፖዚአዎና ርLካሪታ ልኦቭላርኪንካሪም ለ፫፡፡ አምበናበንካሪምና ልፖዚቲያና ላጋልኄልኦናበላሮጭጋያና ልሮታኄጭጋር ላዕኦዮዮሮኦንበΓσናምና ላኦሬናበላዮዮንΓምናምና የዕኦትLዮላንዮሴሮጭጋር. ርሏኒኮ ለ፫ኪንተበዎና ዕበባንጏንንናበታ ሁለፖሰላናበላንዮሴናውላጭጋያና. |
| As our action plan states that we are | ᠵ᠋᠋ᡆᠵ᠋ᡣ᠌᠌ᡔ᠋ᢄ᠂ᢑ᠋ᡃᢛᠠ᠘ᡃ᠘᠋ᡗ᠅ᡆᠵ᠕ᡷ᠋᠅ᡥ᠘᠋᠘᠘ᡄ᠋᠅ᠸᢁᡗ |

| looking at having that entire process | | |
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| complete by the summer of 2015. What I | | |
| mean is to be very clearly about that is | | |
| we should have the required documents; | | |
| we should have perhaps an RFP out at | | |
| that point in time. Then work can truly | | |
| commence with the developer to create a | | |
| system after that. Thank you. | | |
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Chairman: Thank you, Mr. MacDonald. I have a couple more questions. When it talks about compliance with key standards, which is the heading of this part of the review, one of the things that I noted with some interest from the corporate business plan is the review of the *Aboriginal Custom Adoption Recognition Act*.

It was stated back in 2011 by the then Auditor General of Canada, Ms. Fraser, that it was recommended that the GN consider reviewing this Act to ensure that the responsibilities are made clear with respect to the safety and best interests of the children and to ensure that the Act continues to meet the need to reflect customary law.

I noted with some interest in the corporate business plan that just plans to initiate the review weren't scheduled until 14/15 this fiscal year. And I know you were not in the department in 2011 but I am sure that you have been party to some of these discussion. Why has it taken three years for this to get started? Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. I apologize but I haven't been party to too many discussions about the history of that piece of legislation and perhaps why work hasn't been done. What I can tell you is that within this department and with the meetings that

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| I've participated in, we've taken a look at all of the legislation that has fallen to the Department of Family Services. Social Assistance for example, Child and Family Services, Financial Assistance. So, what we have tried to do is take a look at what is a sequence in which those pieces of legislations should be tackled by staff within our department and with assistance from departments such as Justice, for example. We are in the process of finalizing that priority list and getting to work on that. | ᠺᢟ᠆᠋᠆᠋᠊᠋᠌ᡃᡧᢣ᠋ᡋ᠆᠋᠋ᢩᡆ᠋ᢄᡶ᠋᠅᠘ᢩᡩ᠘ᡩ᠘ ᠘᠋᠋᠋ ^ᢑ ᠌ᠦ᠘ᡷᡃ᠋ᢛ᠋ᠺᡊ᠋ᢩᡘ᠅᠘ᡄ᠘ᢣ᠅᠘ᡩ ᡆ᠋ᠮ᠊᠋᠋ᡦ᠊᠅᠂ᡆ᠆ᡧᡃ᠘᠆ᠸ᠘᠆᠋ᠬᢞᡃᠣᠲ᠊᠋᠌᠌᠌᠘ᡋᡶᡲᡃᢛᢗ᠌᠌ᠤ᠌ᠴᢗ ᠺᡄᡅ᠍᠍᠊ᠬᡆᡅᠿᢁ᠋᠋᠋᠋ᡪᢣ᠋᠋᠋ᡶ᠅ᡠᠺᡅ᠂ᢩᠺᡰ᠋᠘ ᢞ᠋ᢟ᠆ᡄᢄᡃ᠖ᡃᢗᢗᡪᢣ᠋᠅᠋ᠫ᠘᠄᠂ᡬᡃᢛ᠙᠆ᡪᢣ᠋᠋᠋ᠮ᠋ᡩ᠋᠋᠘ |
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| As you stated, the review of that piece of legislation is in our business plan and it is one of our highest pieces of priority because we've committed to doing it. So the Child and Family Services division has committed to working on that with Justice during the 14-15 fiscal year. Thank you. | ርΔLͲ ϹʹϒͰΔϲϷ Ϲʹ·Ⴍ LͲႱჼϷ ჼዋΓჼႫႭϷჼϿͿ Ϸ≪ͿϤ <ናႭϷႶჼ·ዮʹႫʹϲႭϚϽჼϷ. ΔϿͲႭϷϐϤ ϤჼჁჼჄLσʹϐϚϺϤʹϷϽϚ ϹʹϒΓʹ·Ⴑ ΛͲႢჼႦႶჼႦჼႫႯჼჂႶჼ LͲႱႠႭϷჼϐჼႫჼ Ϲჼ≪Ⴋ ϤჼϚͿჼႶჼႣ. ჼႸჂჼႭႠჼ. |
| Chairman : Thank you, Mr. MacDonald. I'll leave that one alone for now but I can assure that this committee will be watching the progress on that. | Δ•イペϷϹ· Ϸ(ϽϞϞႶͿϲ): ^ና dϞ°ႭϹϷ, ϹʹϹ ϹϷϹϿϚ. Ϲ°Ⴍ ·የϹϧϪ°Ⴍϲʹ·ϲͺͿͺͺ·ϧϷϟϹϭϤʹϷϥͶϲ ϷϤͼʹͶ°ႭʹϭϭϤϚ·ϹͺϹʹ;ϟϹͽϧͺϧͶϹͰϒϛϲʹͽͿ·ʹϿϹ. |
| Just one final question, also from the previous Hansard from the 2011 report hearing it talked about the deputy minister of Health and Social Services at the time which would be yourself in an acting role as the Chair of the Quality of Life Committee. I'm a little bit unfamiliar with that committee and there are fairly vague references to it within the Hansard so I was wondering if you could update me a little bit as to who sits on that committee and what role Family Services plays on it? Mr. MacDonald. | CΔL〒 ΡŮϚ ΦΛ Ϸϭ Πυ ϷΛΙΥΛΓσ τ 2011- Γ ϷσϷ Ϸ σ Τσ τ Δ Γ ϷσϷ Ϸ σ Τσ τ Δ Γ Ϸ τ τ τ τ τ τ τ τ τ τ τ τ τ τ τ τ τ τ |
| Mr. MacDonald : Thank you, Mr. Chairman. You are correct; the Quality of Life Committee is one of the interdepartmental committees that we | LゥĊഛና (ጋኣኦበJና): 'd৮°உ广, ፊኑ/ペኦርጐ. ል, /፫ናበላጐጋበና. ርΔቴdላ bበLኦና≟ና ርΔናርጐርበና ሁペLቴሬና ለলኊልኈቦ°ഛና ላርኦ/ኦ°ጐቦናጋJና bበLኦናሬኄህልኦላኈ. ላኦኦሶ°ኈቦናጋሙ 'dলኊናጋበቴ bበLኄፍርኈጋልና ርቴdላ ፊፊ/লኊናኌበኑ. ୮σጐርኦና |

| would call them. There are deputy level Quality of Life and officials level of Quality of Life Committee meetings that meet on a monthly basis. Currently the Quality of Life Committee is co-chaired by the deputy minister of the Department of Family Services and the deputy minister of Health. | ጋ ^ኈ Րሮችቦ ^ኈ ጔና ሏወርኪት ^ϧ dና ላዛ ፈ [•] σፈናክጮርሏርLጚርኪት [,] dና Γσነርኈሀር ጋ ^ኈ ቦሮችሁወና bጋንኦϷጔσ ΔነረペϷርናክናልϷናክናርኈጋኈ. |
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| The intent of committees such as these; Building Capacity Committee is another, Policy Officials is another, is to touch on what you mentioned earlier when you talked about reduce working in silos, tackle issues that are broader than perhaps departmental mandates would indicate. | ርΔჼddጏ ርΔL ለ⊏ሊኆ፝፝፝፝፝፝፝ ዺኦበታჼ ለዖ፝ዀ፟፝፝፝፞፞፞፝፝፝፝ አይራራን ይበLኦና≟ ህናርሲዎና. ለ፫ኪላናኬንጋልና ልኆልና ኦናቴኦፖኪ ቴኦኦ ካታት ሁታት. ርĽነታታ ሁ ሏሷንንትናቴናር ቴጋታት ቴĽቦታናቴናራንና ላዛሬጋናርኦኈ ላ ቦታዀኣታ ጋናሁሲንኦላታ ርካታንሁ ለ፫ኪል ሷና. |
| When it comes to quality of life specifically I know that our deputy has been a regular attendee of those meetings. We didn't have an August meeting because our deputy was away and I was filling in. In terms of that group, issues around any host of policy issues such as poverty reduction is brought up there on a regular basis. Issues around things like food security is also brought up there on a regular basis. Items that are broader than just our own department that we can work with departments like Justice. The DM of Justice is also there and Health of course. That's really the nature of that. | Δ.Δ.ΥΡΥ Λ.ΡΥΥΛ. ΔΥΡΥΛ. ΔΥΡΥΥΛ. ΔΥΡΥΥΝΟΥΝΟΥΝΟΥΝΟΥΝΟΥΝΟΥΝΟΥΝΟΥΝΟΥΝΟΥΝΟΥΝΟΥΝΟ |
| At present, as of just prior to this hearing I was in the process of having some discussions with the deputy of health to schedule the next one with the understanding that we are not sure when our deputy will be back to fill in the chair. In the interim we will have meetings and continue to follow up with some of the items on that agenda. Thank you. | Űዺ ፟ዹ፝፝፝፝ዸኇ፝፞፝፝፝፝፝፝፝፝ዾ እቦላ፝ዾ፝፝፞፝፝፝፝፝፝ኯ፝ዯ፟ጜዀዀኯኯ ዾ፝፝፝፝፝፝፝፝፝፝፝፝ዾኯ፝ኯ፝ጜኯኯኯ ኯ፟ዀ፟ዸዀዀኯኯ ፟ ዾዀዾኇኯኯ ዾዀዾ ኯ፟ዀ ዾዀ ዾ |
| Chairman: Thank you for taking the | Δ•/ペÞር ጭ (ጋኣኦበJና): ናሪታ°ዺ广፞ ^ኈ ዖኦႱል°∿Ⴑ. |
| time to educate me on that, Mr. MacDonald. I appreciate that. | ^ҁ d۶°ѽӶ҅ ^ь . |
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| I have no other names on my list. At this time we'll move to the next section, Basic Information on Children in Care, paragraphs 51 through 57. Any comments or questions? I'll just give members a moment to look through their notes. Mr. Mikkungwak. | ⊲በჼძበჼᲮ₽°፞፞፞፞፞፞፞፞፞፞፝፝ ଟେନ୍ଦୁରେ ଅଟେନିେଟ୍ଟେଟ୍ଟେ ଅନ୍ୟରେ ଅନ୍ମୁର୍ନ୍ତ ଅନ୍ତୁ ନାମ୍ୟୁନ୍ଦୁରୁ ଅନ୍ମୁର୍ମ୍ ଅନ୍ମୁର୍ମ୍ବରୁ ଅନ୍ମୁରୁ ଅନ୍ମୁରୁ ଅନ୍ମୁରୁ ଅନ୍ମୁରୁ ଅନ୍ମୁରୁ ଅନ୍ମୁରୁ ଅନ୍ମୁ ଅନ୍ମୁରୁ ଅନ୍ମୁରୁ ଅନ୍ମୁରୁ ଅନ୍ମୁରୁ ଅନୁସୁରୁ |
| Mr. Mikkungwak: Thank you, Mr. Chairman. With children in care, Basic Information on Children in Care. I know somewhere along in that process you have children that have been apprehended and are placed in foster homes. Somewhere along in there I am aware that there are updates provided to the court to see where the situation stands. Is that still applicable today? Thank you, Mr. Chairman. | ΓΡ° · ປ < () ່ |
| Chairman : Thank you, Mr. Mikkungwak. Mr. MacDonald. | Δ•/ኆኦርና • (ጋኣኦበJና): ^ና ժታ°ሏ广 ^ኈ , Γነር Γዖ°ኄህ⊲ኈ. Γነር L ^ϧ Ϲഛ ^ϲ . |
| Mr. MacDonald : Thank you, Mr. Chairman. I'd like to ask Mr. Arnold to respond to that question on my behalf. Thanks. | LەĊڡ (ጋኣትበJና): ፣dሃ°ዉ广ካ, ፊካፖペϷርናኯ. ላለሲላĽኑና Гነር ፈውና ዖϷናਰናጔJ. ናdሃ°ዉ广ካ. |
| Chairman : Thank you. Mr. Arnold, please proceed. | ∆•୵⋞⊳ርጭ (ጋኣኦ∩Jና): ⁵dᢣ°உ广். ୮୯ ∢ዾና, ⊲ሰ. |
| Mr. Arnold : Thank you, Mr. Chairman. Thank you for the question. Yes, that still is applicable. Over the last two years, we have engaged with a law firm that specializes in child welfare. By using their information system, they are able to assist our staff in ensuring that documents are completed on a timely basis. Thank you. | ఉం (ఎస్స్స్స్ రెర్గ్స్ రాగ్రిల్లు సిరికి చినిందిందిందిందిందిందిందిందిందిందిందిందింది |
| Chairman : Thank you, Mr. Arnold. Mr. Mikkungwak. | Δ•/ペϷϹ · ኈ (ጋኣኦበJና): ^ና d৮°உ广், ୮ነር ୮ዖ°°ህላኈ. |

| Mr. Mikkungwak : Thank you, Mr. Chairman. A follow up to that would be if there are going to be any adjustments to the care and plan of the child who is in your care and if you are going to be making any adjustments to their placement, are the foster parents notified or do you have full authority to just actually make that final decision? Thank you, Mr. Chairman. | ΓΡ°ϞͿϤ· Ϸ (ϽͺͻϷͺϽͺϿ;; ·ϭͿϧ·ϿͺϹϷ, ΔϷϒϘϷϹʹ·Ϸ. ϤΛͺͼϧϤͶͶϭϤͺʹϷϹϚͺϹϿʹϧͺͶͺϹΔϹ ϤʹͱϷͶϤͺϲϭϤʹϷϲϹͺϚͼϷϷϧϞϭ·ϛϤϚͺͼϫϷͶʹϧϲϭ ϔϷͶϤϭϤϷʹϧϲϲͼ ϳͼͱϷͶϤϭϤϿ;ϒ, Ϲ·ͼϤϤͺͶͿϤͼ·ϞϤϭϧͼ·ϳ ϽͺϫϧͶϹϷ;Ϸϲϲͼ;ϲ; ϷʹϞϲϲͼ;ϲ; Ϸʹϧϲϲͼ; |
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| Chairman: Thank you, Mr. Mikkungwak. Mr. MacDonald. | Δ•/≪ϷϹ· Ϸ(ϽϞϷႶͿϤ: ·ϭͿϧͼϫϹϷ, Ϲ·Ϲ ϹϷͼ·ͽͿ⊲·Ϸ. Ϲ·Ϲ ͺϷϲͻͼ. |
| Mr. MacDonald : Thank you, Mr. Chairman. I'll ask Mr. Arnold to continue responding to that line of questioning. | L°Ċᠴ ᅂ (ጋኣትበJና): 'dን°ዺ广ঁ ^ኈ , Δ ዮላዋኦር፞ ^{ናኈ} . ላለሲσላጭሩና Γነር ፈ፞፞፞፞ዾና, የኦናਰናጔJ. 'dን°ዺ广 ^ኈ , Δ ዮላዋኦር፞ኈ. |
| Chairman : Thank you. Mr. Arnold, please proceed. | Δ•거≪ϷϹ ና• (ጋኣኦበJና): ^ና d৮°ዺ广፞ ^ኈ , ⊲ሰ. |
| Mr. Arnold : Thank you, Mr. Chairman. It certainly is best practice and collaborative to work with our foster parents as partners who are looking after these children to ensure that they are either part of the decision or informed in a timely manner with respect to the decision. With respect to full authority, yes, those children are in our care under wardship. We do have full authority to make decisions, but seldom does it make sense to do it arbitrarily if we're working with foster parents as partners. Thank you, Mr. Chairman. | |
| Chairman : Thank you, Mr. Arnold. Mr. Mikkungwak. | Δ•/≪ϷϹ · ಀ (ጋኣኑስጋና): ናਰኦ°ഫ广ь, ୮៶Ϲ ୮၉°℃)⊲ናь. |
| Mr. Mikkungwak : Thank you, Mr. Chairman. Are the actual parents of the child briefed on any adjustments or changes that may be occurring? Thank you, Mr. Chairman. | ΓΡ°ϞͿϤ· ϷͺͺϽϤϷϽͿ·;ͺ·ϭͿϷʹϿͺϹϷͺͺΔϷϒϘϷϹʹ·Ϸ. Ϥ ^ͺ ͺͺͺͺͺͺͺϹϷϭͿϤͺͺͼϼϽͼʹϧͺϿϲʹͺͼϼϽͼʹϧϲ; ϽͺϚϷϺϹϷʹͼϷϲʹͼͼͺϤϒϷϷϹϷϞϭϲͼͼͺϤϒͽϷͼͻϲϧ ͼͿϧͼϼϹϷ;ͺϪϷϒϘϷϹʹ·Ϸ |
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| Chairman: Thank you. Mr. MacDonald. | |
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| Mr. MacDonald : Thank you, Mr. Chairman. Sorry for jumping the gun on that one. | Lሶር፞፞፞፞ዾና (ጋኣትበJና): ^ና dሃ°ዉ广 ^ኈ , Δ ሃላየኦር ^{ናኈ} . L୮ላዉ ^ኈ σ՟፫bኦኈጋናĹፖ ^ር . |
| I'll once again ask Mr. Arnold to continue to respond on that one. Thank you. | ΓౕϹ ౸ఀౚఄ ౪⊳ౕౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢ |
| Chairman: Thank you. Mr. Arnold. | Δ•/ペϷር ጭ (ጋኣንብሆ): Γ°C ዻ፞ዾ፞ |
| Mr. Arnold : Thank you, Mr. Chairman. Thank you for the question. Again, it is best practice that parents are informed. There are situations where that hasn't been the case and corrective action may be taken with staff, but again, in working in partnership with families, particularly if our goal is to, at some point in time, have children returned, it's always important that all of those involved in the children's lives are informed of key decisions. Thank you, Mr. Chairman. | ἀό ^ϵ (ϽϞϞΛͿϚ): ^ϵ dϞ ^e α, Δ ^k λ«ϷϹ ^ϵ ^κ . ^ϵ dϞ ^e α, Δ ^k α, Δ |
| Chairman : Thank you, Mr. Arnold. The next name I have on my list is Ms. Angnakak. | Δ•/ペÞርጭ (ጋኣኦበJና): |
| Ms. Angnakak: Thank you, Mr. Chairman. We have been talking about information and the lack of, and it says in the auditor's report that when they went back to see whether or not the department had made adequate progress in collecting information to improve program administration performance, there is still a lot of improvement needed. I'm just wondering: if your department didn't know enough information about the children fostered under its care, how | Ϥʹ·ϼͺϧ·ͼ (ϽϞϞΛͿϭ): ʹͼͿϧ·ͽϲϳ·, ΔϧϟϘϷϹʹͼ. ϷͼϷϒͼϷϟͺͺͺϲϲ ϷͼϷϟͺͺϲ Ϸͼͼ Ϸͼͼ Ϸϲͼ Ϸϲ Ϸ Ε Ε<!--</td--> |
| does the department know what the true cost and expenses are for looking after these children? Thank you, Mr. Chairman. | Δυματικά του του του του του του του του του του |

Chairman: Thank you for that question. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. I think, if I understand your question correctly, it's that if we don't have accurate data coming from communities, we may not be able to anticipate expenditures, for example, I think you make a good point and I think that's always one of the challenges when delivering a program without adequate information. I can tell you that it's difficult to manage a budget accurately and to project what your needs will be when you can't rely on your data. That's definitely an area where we feel that there is a great deal of progress to be made.

To be clear, we do manage our financial resources as best as we can with the information we have. I wouldn't want to give the impression that there are public funds being used inappropriately or anything of that nature. My focus would be on, if you have the accurate data, you can use that to build the case to improve the programs that you have and to provide a better service. There is definitely room for us to improve in that respect so I would agree with that question. Thank you.

Chairman: Thank you, Mr. MacDonald. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Thank you for that answer. Just to follow-up on that. The Auditor General said in this report that too often monthly reports that were supposed to be submitted, weren't submitted at all. When you're facing that problem, how are you dealing with the social workers? When you contact them, obviously, ⊲∧∿רףפי. ביכ ד_וכים.

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| you're contacting and saying where is the monthly report? What are you doing to try and fix that problem? Thank you, Mr. Chairman. | ^ና ២Δናበ ^ኈ ቦ°ዺነረ, ና២ዾΔϚϷ ^ኈ ለረ ላይϷ ^ኈ ዮϚϷዖበ ላ ^ኈ ጮርϷናݸ·ͻͿ? ናݸϧ°ዺ广 ^៲ Δνረ≪ϷϹʹ· ^៲ . Δνረ≪ϷϹ· (Ͻϳϡͽϭና): ናݸϧ°ዺ广 ^៲ , ΓʹϹ ͺϷϹʹϼʹͺϽና. |
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| Chairman: Thank you. Mr. MacDonald. | μ⁻ίρι (Ͻ ^ϳ λ ^μ d ^c): ^γ d ^μ ² αΓ ^μ Δ ^μ /«ϷϹ ^ί ^μ . |
| Mr. MacDonald : Thank you, Mr. Chairman. There are a number of different approaches that can be taken when a supervisor asks for a body of work from one of their employees. Obviously, if the two individuals have a good dialogue and relationship, it usually results in the evidence of that work being provided, as with the case with the monthly report. Conversely, if they don't have a good relationship, sometimes that's where the problems can be. | ▶ ▶ ▶ ↓_ ↓ |
| Another issue that we've identified is we talked about turnover; we talked about human resources issues in general, about consistency of people monitoring and carrying one pile to the next. Imagine a situation where you have a worker who is monitoring a file, and then worker quits, or that worker disappears for personal reasons, too much stress, and a whole host of different scenarios can take place. Then there is really no recourse for the supervisor in that scenario to get the previous month's report, as an example. I just wanted to give you a concrete example of something that would happen like that. | ϤၬLϿ·ϹϷ ^ͼ Ϸ ϥϿϥΔ ^ͼ νϲϷ ^ͼ ͻϽϤ Δ ^ͼ ϷϥΔϧ ^ͼ Ϻ ^ͼ Ϥ ^γ [*] ϷϹ ⁶ |
| In general, I think this division has taken some efforts, I should mention our regional offices as well, and they have taken efforts to keep dialogue open. They make sure that there are staff meetings, and there are meetings with regional managers and that the messaging is more consistent, and is more urgent on some of these things. So that the foot stays on the | ᡧᡃ᠋ᡁᡃᡃᡃ᠑ᡃᡃᢦᡃ᠘ᠳᡃ᠋᠋ᡏ᠋ᠺ᠋ᠺᡪ᠋ᡭᢌᠺᡣᠦ᠘᠘᠘᠆᠌ᢂ᠆ᢣ ᠘᠌᠌᠘ᢁ᠅᠋ᡠᡃ᠋ᢐᠺᡗᡊᡆ᠌ᢞᢩᡔᢉ᠌᠌᠘᠅ᡃᢐᠥ᠌᠘ᢣ᠅ᡤ᠋ ᠖ᡣ᠘᠋᠋᠄᠋᠋ᢑᢄᡩᡄ᠋᠌᠌᠌ᠧ ᠖᠘᠋ᡶᡩᠧᡩ᠋᠘᠆ᡩ ᠆᠋᠘᠆ᡩ᠘ᡩ᠋᠘ᡩ᠋ ᠘᠋ᡷ᠋᠘᠆ᡩ᠘ᡩ᠘᠘ᡩ᠘᠌᠘᠘ᡩ᠘᠋ ᠘᠘ᡩ᠘᠘ᡩ |

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accelerator rather than letting up on it, and then people waking up three or four months later and finding that they didn't get the reports that they need.

That's what we've been relying on. I know the Chairman has mentioned my nearing obsession with information technology systems. The thing is I've experienced the move from a paper-based system very recently to an information technology system. What I can do is press a button and get a real-time report, or I can pull down date ranges from April to present. Each region, community, and officer and get information that I need. That's an extremely valuable tool when you talk about managing information, making decisions about programs, and improving programs. You touched in earlier: managing budgets. That allows you to have more accurate, reliable, and real-time information to make decisions about what you're doing from day to day. I hope that answers your question. Thank you.

Chairman: Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Just a follow-up to that as well. We've often heard about the sharing of information. My colleague, Mr. Mikkungwak, was talking about the KIA, you know, being able to share... Of course, there is the RCMP that is perhaps another entity that you would be sharing... What kind of measures do you have in place to ensure confidentiality of information? You have a wide range of outside entities that you work with. You would have to have some pretty strong measures in place or policies. Thank you, Mr. Chairman.

Chairman: Thank you. I believe you

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Mr. MacDonald: Thank you, Mr. Chairman. You're very correct to point out that there are many outside organizations of many different kinds that we would deal with with this group of programs, for example. In some respects, as identified earlier, there is some work that needs to be done to formalize the actual administrative procedures of handing information from one organization to another. Things such as memorandums of understanding or agreement if you want to call them those, or information sharing agreements are a new term for that specifically focused on that issue. Those are an approach that we can look at.

The lesson learned for us is that we need to do that with regional Inuit organizations, for example. I think broader, in the bigger picture, there are pieces of legislation both federal and territorial that we must comply with and take the RCMP for example. They have federal legislation, as well as territorial if they are here, that they have to comply with. While there is work to be done on the organization to organization at the ground level, there is a legislative framework for confidentiality and personal information protection and so forth that we follow and they do as well. There is something in that respect. Thank you.

Chairman: Thank you, Mr. MacDonald. Any other names? I have a quick question for the department. I'm going to quote off of a question that was asked in the first hearing in 2011. It talks about the Auditor General's report, discusses a **Δ⁶/«ϷϹ·**⁶ (ϽϞϷΛͿϤ): ·ϭϟͼϫϹϷ, ϹϒϹ ͺϷϾϫͼ. ⊲/Ϥσͼ ϷʹͼϷΖͺϞͼϧͼ<? ϤΛͺͺϤʹͼͺϲͺϷϲ·ʹͼͺͼ. 2011 ϹΔL ϷʹͽϷϒϷͼϷϷͼͺϲ. ϹΔϷσ ͼϷϷϞϛͼͶ;ϥϤͼ ϷʹͼϷϒʹϐͼϭϛͺϷͼͺϲ Δαζυσ ͼϷΔϲϽ·ͺϹϳσ

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| population that represents critical health | ᠘᠔ᢣ᠋᠋ᢁᢅᡄ᠘᠕ᡩᡄ |
| issues. | |
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| What data management system does the | |
| Department of Health and Social Services | |
| currently have in place to track and | |
| analyze trends in specific health | ᠘ᠴ᠋᠋᠅ᡣ᠋᠄ ᠘᠘ᢞᡆᢩ᠘ᡱᡝᡃ᠖ᡃᡗ᠋᠕ᡩ᠋᠋᠋᠋᠋᠘᠅ᢗᢁᢩᢂ᠅᠅᠙᠙ ᠋᠋᠋᠋ᢉ᠘᠋ᢩᡰᡬᠴᢩ᠄ᡬᡄᡆᢩ᠈ᢂᡔᢞ᠋ᡅᢁ᠅᠘ᠺᡗ |
| indicators and how do programs, policies | ן יב בייבשי נ־פ <i>אספ־פ</i> יינשי? |
| and services get adjusted to address these | |
| issues or trends? Mr. MacDonald. | L°Ć_ଦ (ጋኣትበJና): ናሪታ°உ广ঁ°, Δ°ፖペ>ርና።. Δ٤Ľናὑ |
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| Mr. MacDonald: Thank you, Mr. | |
| Chairman. Admittedly I might not be the | A/(Ly²) → ² U² U² ^A U² U² ^A U² U² ^A U² |
| best person to answer the particulars of | ⁶ δρλ ⁶ 6CPΛαζζ ⁱ ίυ<< δ ⁶ 6μ ⁶ ΣΓΡ ⁶ → Φαζ ^c |
| that question but I'll try to take an initial | CL ⁶ d⊲ ⁶ bC ^e ³ UPc ∆ċ ⁶ ⊳≪J ^c C∆ ⁶ d⊃ ⁶ b |
| stab at it. The Department of Health has a | |
| system called eHealth which they track | |
| health indicators in which they utilize. As | ᢄ᠆᠘᠂᠂᠘᠂᠂᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘ |
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| do I believe was that division ever linked | ^ና dታ°Ⴍ广 ^ϧ . |
| to that system even when it was Health | |
| and Social Services. I don't believe that | |
| that system provides a great deal of | |
| insight into decisions made about the | |
| social services group of programs. Thank | |
| you. | |
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| Chairman : Thank you for that response. | ᡏᠣᡃ᠋ᠫ᠘ᡃ᠋᠋ᢐ᠋᠘᠂ᡏ᠕ᡅᡆᢣ᠌᠌᠌ᢓ᠕ᢂᡃ |
| For your curiosity, it was your current | |
| minister who asked that question. | |
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| I don't have any other names on my list | ∩∩ട ⁶ ⊬Lஏ∿b 58-୮⁵ 63-⅃Կ, ൧൨ൎഺ |
| under this section. We'll move along to | ΔϲϷʹϧϹϷϭͽʹϹ. ΓʹϹ ΔϿͽ. |
| the next section. Paragraphs 58 through | |
| 63, Community Engagement and Input. | |
| Mr. Enook. | |
| | Δ_Φ': 'd৮° ϱ Γ', Δ ^ι / ペトĊ ⁵ ', C°%σ 59-Γ |
| Mr. Enook (interpretation): Thank you, | |
| Mr. Chairman. In reference to 59, in | |
| English. Let me read that. In 59 it states | |
| in response to our 2011 audit | ჼႦ⊳ትኣჼσ⊳∟⊳ჼ•ጋℾჼ 2011-୮, ▷៤ ▷ჼႦჼ፥/LჼLჼ ჼႦჼ_ჂႭႶჂჼႱႵჼჼ ∆_ው∩Ⴢና៸'∟⊳ჼこႱ. "ĊჼႭ |
| recommendations in English let me try | ° ጋዒ∏ጋ°୰ኛ∾ ሿഛግጋጓ╱⊂Ϸ°⊆ϋ. ⊂⁻⊈ ∧፫ኪኛል₽⊀ኈ Ϸናხ⊆Ϸኈጋኈ Ĺ⁰⊈৬ď⊍jኈ |
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Department of Health and Social Services noted that it was undertaking a comprehensive review of the *Child and Services Act*. The department stated that it was seeking direct feedback from Nunavummiut and how the Act should be changed to involve parents, family and the community as a whole in keeping children safe. To obtain this feedback, the department noted that it was making site visits and holding community stakeholder meetings and open community forums throughout the territory", end of quote.

First of all, these written statements by the Department of Health and Social Services, back when it was all one department in June, 2011, in terms of the objectives where it states that this work will be going as far as March 2013 and 2014. Have you reached your objectives as stated previously, and do you have an indication of what you can tell us about what progress has been made? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Enook. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. The previous department that held responsibility for the *Child and Family Services Act* did embark on a series of consultations and measures, particularly around changes to that Act and updates to it.

Those did occur, but I think when it comes to saying that those actions have been complete, and that we are satisfied with that, I think that would be a bit of a stretch. I think that from our perspective, that is obviously an ongoing thing that needs to occur on a regular basis and the review of our programs underscores that pretty strongly. > > >
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| For our programs to be better understood by the public, by families, by children, by communities, parents, we need to do a better job of having our employees out there, engaged with the community, helping to understand what it is that we do, why and how our system actually works; making it more transparent and understandable. | CΔL CL ⁶ d4 ወαሮ [®] ΔΔ [®] Δ ⁵ ጋ C ⁶⁶ bö ^c ጋ ^σ ⁶ bPትL5Pσ ⁶⁶ \Pα5 ⁶⁰ Λϲሲ [®] αϷͻ ⁵ ²⁰ C CΔL ⁶ Δ ⁶⁶ bαΔ ⁵ ⁵ ²⁰ C CΔL ⁶ CL ⁶ d4 ⁶ bΔCP ⁶ b ^c C ¹ L ⁶ UC Cd5P ⁶ b ^c CPΓ ⁶ Cd5P ⁶ b ^c C5Γ ¹ ²⁰ ጋP7 ^b ³ 5P ⁶ ^c ⁻ dσ ⁶⁶ \P ⁻ C5 ¹ LC ⁶ bΔ ² O ²⁰ Λ ² α ⁻ 4 ⁶⁰ L ⁶ UC U ² L ⁶ ΔC ² C ²⁰ Λ ² C ²⁰ C |
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| I think a part of that is also helping communities to understand what it is that our staff is trying to do, and not just take away children from families, which is not our objective although there seems to be a perception of that at times. We want to make sure that an understanding it is about children's safety and that is what the main objective is, and then of course, finding ways to help both sides understand how that operates. | ϹϹϷϭϤϿ ϿϿ;ϳ ϿϷϟϤ;ϤͺϿͺϷͼͺϲͺϪϷϟͽϹϷ;ϷϹϷͱϳ;ϥͺϿͺϧ ϿϷϟϥ;ϥϿϿͼͺϷϧͺϧϷϿϥͱϒϹͺϥͱͳϿ ϭϹϗϿϿͼͺϷϧϧϧϷϿϤ;ϒϹͺϥͱͳϿ ϭϹϗϿϿͼͼϷϧϲϷϧϧϲͼ ϲͳϥ Ͽ; Ͽ; ϲͳ Ͽ; ϲͳ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ |
| So to answer your question, I do think that much of the consultations that they were referring to occurred at least in conjunction with changes to the legislation, but as an ongoing piece, we still have a lot of work to do and I don't think that we are even remotely satisfied in that at this point in time. Thank you. | ϹΔL ՔϞͿ·ϞႱϭ ϧϽϹϚϧͼϧϲϫ ϒϲ;Ϸ;Ϸϲϲͻϧ;Ͽϲ ϲϽͰ ϹϲϧͻͿ ϲϪͼϫ Ϲϲϲϧ Ͽϭ;ͶϹϷϲϷ;ϧͿϲϿͿ· ϗϟϥϫ ϭϿϭͼϧϧϲϽͼ ϒϷϫϲϷ;ϧϞͳ;϶ͼϧϲϽϲ ϲͳͼ Ϸ;ϧͼϫϷ;ϷͼϤ;ͳͼͺͼϷϫϲϲ; Ͽ; |
| Chairman : Thank you for your candor, Mr. MacDonald. Mr. Enook. | Δ•/ኆኦር ጭ (ጋኣኦቃሪና): ናሪታ≏ዉ፫ኈ ርΔL°ዉ የኦしል°. Ճ, Г ^ւ ር Δ.ഛ. |
| Mr. Enook (interpretation): Thank you very much, Mr. Chairman. We too are not pleased, obviously, as MLAs because my concern is that since the Auditor General's office, when they did their studies in 2011 and they came up with the report that is of major concern to everyone and to the government. They said in black and white what is wrong, what was not done that needed to have been done, and so there is an alternate | Δወ [•] : ^ና dታ [®] ଘ [†] [®] Δ [®] / «ኦ/«ኦር [®] . ኦዲሀናርኦ [®] ር ⁵ / μ [®] ^ና d&ላ/ ^e [®] / [©] ር [®] አ [®] / [©] C ¹ L [®] /L ⁴ [®] / [©] [®] [®] / ⁰ ⁰ Δ/ ¹ L ⁹ [®] [©] ^Δ ² ⁰ ¹ Δ/ ¹ L ⁹ [®] ¹ Δ/ ¹ L ⁹ [®] ¹ Δ ¹ C ⁸ Δ ² Δ ² ¹ C ⁸ ¹ |

plan.

Naturally because those are major problems, and now we have been told that there has not been much progress made in relation to the recommendation by the Auditor General's office, especially those six points where it is noted that hardly anything has been done, or hardly any progress has been made. You mention that you have these reports, Quality Protects Action Plan. So I would like to ask will are you just going to come up with some sheet like this and then after that we'll just be told well I sorry we weren't able to do it because our Minister was sick or our Deputy Minister or this and that or we didn't have any money or this and that. Should you not be working instead towards fixing these things? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Enook. Mr. MacDonald.

Mr. MacDonald: I think it is a valid question and comment that not enough progress have been made and I can tell you that I am not sitting here today or yesterday attempting to try and make my excuses at all. So, you won't hear or you won't here anything from me. We recognize the seriousness of this program area and we want to address the shortcomings.

So, no, we won't just be issuing a paper report and coming up with excuses at a later date. Our intentions are in the short term to really to make some concrete actions and implement them and at the senior management level, middle management and on the ground.

To give you an example; as it stands, there is no real way to take account of or

ΠΠϚ⊆Ϸ[™]/LUY CΔY/Lσ LΔ[™]/ΔL[®] ΔL[®] ΔL[®] ΔL[®] ΔL[®] ά^{sh}Phdra^eσας^{sh}Cr. d^{is}bΔ^LL $P_{P} = P_{P} = P_{P$ $C^{L}C^{sb}/L$ ∧__⊲[™]ጋ୮ 6-୯J⊀୯ ᠂ᡃᠣᠴ᠘᠆ᡣ᠕᠉᠆ᡐᡄ᠘᠊ᢞ᠘᠆᠉᠆ᡐ᠘ᠽ᠖ ᠂ᡃᡃᠣ᠘᠆᠌ᢂ᠆ᡩ᠆᠘ᡩ᠘᠘ ᠕ᡧᡃ᠋᠊᠋ᡄᢛᢣᡄᢂ᠆᠋᠉᠆ᠺ᠆᠉᠆ᠺ᠆᠉᠆ᠺ᠆᠉᠆ᠺ᠆᠉᠆ᠺ᠆᠉᠆ᠺ $P\dot{P}^{b} Db \Delta^{e} a PL b J \Delta^{h} D^{h} b G D^{e} a \dot{P} D^{h} \Delta^{h} A^{h} A$

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The reporting processes as they're now doing do not account for that kind of admittedly quantitative or should I say qualitative approach to doing business. So, that is something to try and find ways to try to give credit to where credit is due but also to report back and learn from those and think about it as community outreach or community learning sessions.

So that is one thing that we want to do in terms of changing of how everybody within our department understand the linkages to communities. So, no excuses and I think with the action plan we have that we set from day one, it's reasonable or attainable. We are not asking for unreasonable sums of money from government to change what it is that we do in a day to day basis. And it is very time bound. We're looking at everything we say we are going to do, we are going to work extremely hard to have that complete by 2015. By the end of the calendar year, so, thank you.

Chairman: Thank you, Mr. MacDonald. Mr. Enook.

Mr. Enook (interpretation): Thank you,
Mr. Chairman. I don't have too much of a
question however I wish to state, first of Δ_{0}^{+} : 'd> Δ_{1}^{+}
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ΔΔ^ь: ᠂d৮°ឩᡤ·, Δνイ≪ϷϹʹ··. ⊲Λ·ͽdΠϧϞʹϧϿ⊲ʹϧϹϧϿ⊲ͼϽϧυ, ϷϹϧυ Ϸʹϧϲ⊲₽LϽΔ°ឩͼϽϧυ ϞϿ;Ϲͺͽ;ϚϹ Γ, ϹͺϹͺϷϽϿϲϲ all, Mr. MacDonald thank you very much. You did say and you did not look for excuses because these are very difficult things to do. I need to believe what you are saying and I stated that today I have stated that our social workers have a field that is very difficult to do. I was asking what more things can we do and whereas we may be criticizing only but we are looking for ways to hear from you on what kind of assistance and resources you need.

You stated perhaps you said that there is important work that is being done that has not been understood in the communities. I cannot speak for my fellow MLAs. In my case, how if there is anyway I could be of any assistance to the department in making people more aware. Perhaps if you utilize more of the GLOs, Government Liaison Officers, with what the government is trying to figure out what kind of work they could give and that is one of the things that they could do. Be a liaison. It is their title.

I just want to state the reason for the disagreements between the parties. Perhaps, if the communication lines were more open, we would be on the same page. To view this from a personal perspective, Mr. Chairman, I am just making a statement to see how I can provide more assistance as a MLA and as a resident of Nunavut. I too wish to be consulted on these issues. This is just a comment. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Enook. I understand that that was a general comment, but if Mr. MacDonald would like to respond to that.

Mr. MacDonald: Thank you, Mr. Chairman. Please thank the Member for

Δ⁶/«ϷϹ·⁶ (ϽϞϞΛͿϚ): ⁶dϞ°ႭϮ⁶, Γ⁴C ΔΔ⁶. CΔL Γ⁴C L⁶C^ΔC CΔL⁶Δ⁵bΔ Ϸ⁵bPLΔϞ⁵σ⁵⁶<^C Δ/L⁵⁶/⁶⁶D⁵⁶. ⁶dϞ⁶Δ⁷⁶.

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| the comment, the observation, and I think the suggestion as well. You're correct. I think that we could be drawing on existing resources to get the word out, so to speak, and to help communicate more effectively. | ለዉታሊላኁኊዀ ፟፟፟፟, ርΔL ሥርተኛ ኦናႦዀጋዀ. ርĽነሪላ ርĹσ ሏዀ፝፝፝፝፝ዾፚዾ፟፟፝፝፝፝፝፝፝፝፝፝፝፝፝ ላጋና ጋቦና ፟፝፞፝፞፝፞፞፝፝፝ ጋኁዀርዾናሁናርናታናLር ዾペሇ ሁペLዾጚበሇ ፚዾ፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፝፝ፚ፟ጜዀ፞፝፞፞ ዾዾ፟፟፟ዀ፟፟፝፝፝፝፝፝፝፝፝፝፝ፚጜዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀ ፚዾ፟ዀ፞ዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀዀ ዾዾ፟ዀዀዀዀዀዀዀዀ |
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| On that note, I think that one of the things that we touched on earlier in the hearing was the fact that child and family services is now more front and centre within this department. I can tell you that it's the largest component of our departmental budget. It is the portion of our programs and services that our whole department feels the most sense of urgency towards. Frankly, it's the largest division in many respects. For us, it's something that we can start to progress on because of that scenario and because of those facts. | ΔΕ ΟΔΕ Ο̈́dd ΔΟϚϲͺλ΄ ΟĖσ ΔΟσ [™] ΑΡΊΕσε [™] ΟĖσ ΔΟσ [™] ΑΡσΊΕ ΟĖσ ΡΛ [®] ΔϚσ Ϥ [™] ΓΊΟ ³ Γ Ρ΄ΔϷ΄ ³ [™] ³ ^{™³[™]³^{™³[™]³^{™³[™]³^{™³[™]³[™]³^{™³[™]³^{™³[™]³^{™³¹^{™³^{™³}}} |
| As we continue to evolve with that reality kind of pushing us forward, imagine our ability to develop community resources, we want to be able to expand information out to the public so that there's more of an awareness of what we do. Using government liaison officers specifically for child and family services is something that we can certainly entertain. | CΔLے 4לף סֵיּשֶׁלִם אָרָבָר לָסָשְּי בְרָבָשׁן אַרָ גױש באיש באיש באיש ביש מאיד בער גער בער גער גער גער בער בער גער בער גער בער גער גער גער בער בער בער גער בער בער גער גער גער בער בער בער גער בער גער בער גער בער בער גער גער גער בער בער בער גער בער גער בער גער בער בער גער בער גער בער גער בער בער גער בער גער בער גער בער גער גער בער גער גער גער בער גער גער גער בער גער גער גער גער גער גער בער גער גער גער גער גער גער גער גער גער ג |
| One of the things that I think, at least for me, has been very clear and very instructive over the last couple of days was the fact that we can be working with Members of the Legislative Assembly to get information out there and I recognize that that's your role as well. We can certainly find some ways to do that and we're happy to work together. It's an important issue, so we understand that. Thank you. | CΔL Ϸ ^{<} Ͽ L ⁱ ² ^e ϼ C [®] 𝔅σ ϤσͿ ⁱ νLc ⁱ ^b Ͻσ CĹġϲ ⁱ ^b Λ ⁻ ϽC Λϲͺ ⁱ bΛ ⁱ b ² αϚ ⁱ C LϲႱϲϷ ⁱ ^b Λσ ^c ΔbϞ ⁱ bCϷ ϽC Ϥ ⁱ L Ϸ ⁱ bϷΛ ^j Ϸ ^c Ĺ ⁱ ⁻ ϽC ΔL ^e α ϼCϚϲͺϷC ⁱ b ⁱ L ^c Ϥ ⁱ L ⁱ >Λ ^j Ϸ ^j LJ ^e α ⁱ LC ϼC ⁱ ^b ^c CL ⁱ dϤ Ϥ ^c Cα ^{ib} ϽΓ ⁱ ^c ^c CΔL ^e α ^s ₂ ^b Δb ⁱ ⁱ ^c CϷΓϤ ⁱ ^s ₂ J ^e α ^{ib} ⁱ ^c ⁱ ⁱ ^c . |
| Chairman : Thank you, Mr. MacDonald. The next name I have on my list is Ms. Angnakak. | Δ•/ኆϷር· Ϸ (ጋኣኦበJና): ናਰኦ°உ广ካ, Γነር Ľካር፞ዾና. ር°ዉϷϲ·ናΓ⊰ናኮ Γኣነ ላኈዉbኈ. |

| Ms. Angnakak : Thank you, Mr. Chairman. I would like to ask a question about the Social Services Transformation Plan. Can I ask the department which communities did the department go to in order to get input on this plan? Thank you, Mr. Chairman. | ኆኈቂьኈ (ጋኣትበJና): ናਰታ°உቮኑ, ΔኑፖペϷርʹኑ. ርሏL ላለሊጚLጚኄ ር՞ዒ ወር፝ ^ቈ ህኈበሊσኈ Δወሮሊትፅ°σና, የዉካኇ፟፟፟፟፟፟፟፟፟ፚ፞ዸ፞፞፟፝፞፞ ፞፞፞፞፞ |
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| Chairman: Thank you. Mr. MacDonald. | ∆⊳୵≪⊳⊂ ኈ (ጋኣ̀ኦ∩Jˤ): ኀdኑ°൨广҆ゥ, ୮ᢣ୦ L⊧Ċጔና. |
| Mr. MacDonald : Thank you, Mr. Chairman. I apologize, but I don't have that data in front of me about what communities would have been visited during that stage of the process. I'm not even sure if it exists at this point in time, but I can certainly try my best to find that for you, though. Thank you. | L⁶C^Δ ⁶ (Ͻ ¹ ₂ ¹ ²): ⁵ d ³ ⁶ ^Δ ⁶ , Δ ⁶ γ «Ϸ ² ⁶ ⁶ , LΓ⊲ΔϷυ ₋ Δ ⁶ ⁶ Δ ² ⁶ Ργσσ CΔ ⁶ Δ ΛγL ⁶ Γα ^b d ⁶ ⁵ ⁶ ³ ⁶ ν ⁴ ΔΓ ⁶ Ϸ ⁵ bΡγ ⁵ bσ ⁵ L ⁶ UC Ϸ [®] « ³ / ⁶ σ ⁶ α ⁻⁶ Γ ⁶ Δα ² ⁶ ΠΡCϷ ₋ Ϸ ⁶ ν ⁴ L ⁶ σ ⁵ L ⁶ UC L ⁶ ΔϷ ⁴ ⁶ CΔLϷ ¹ L ⁶ UC γ ² ⁶ 5b ² L ⁶ Γα ² Ω ³ ⁶ Ργσσ ϽΡγυνα ² ⁶ ασσ ⁶ ⁵ . |
| Chairman : Thank you, Mr. MacDonald. Ms. Angnakak. | ∆⊳/≪⊳ርጭ (ጋኣ̀ኦ∩Jና): ኀdታ°ฉ广҆ゥ, ୮୯୦ L୭୦໋ഛ. ୮ኣጎ ⊲∿ଘಠ ^Ⴊ . |
| Ms. Angnakak : Thank you, Mr. Chairman. If I could also ask the department to include in the information any strategies or any timelines that they might have, if they have the plan, if there are timelines and strategies for implementation developed, I would like to see that information as well. | Ϥ·ͼͺϷ·· (ϽϞϞႶͿϚ): ·ϭͿϒ·ͼͺϹϷ·, ϪϷϒϘϷϹʹ·Ϸ. ϤͰͺͺͻ Δͺϼϲ·ͺͺͻϷͼͿϚͺϤΛͺͺϲͺͰͺͰͳϧ·ϷͺϹϪϷϥϤͺϽϷͺͿϥϘϦϚ ͶϧͺʹϷϹ·ͽ៶ʹϧͺϿ·ϭ·ϚϹΔͺͺΔϚϿϲϭͺʹͼϷϷ·ϟϪϟϹͺͿ·ϟ ϹϹϷϥϿͼͺϳͼͽϽϭϲͺϤϽϲʹͼͶϹϷϪͶϭϥͼϷϹͼʹϹͼϛ ϪϥϹϭϤͼϹ;ͼϧ |
| I just have one other question and this is about parental and community engagement. The recommendation from the Auditor General said that the strategies and that for the Social Services Transformation Plan, I'm talking about that, but it should include parents and also communities. I wonder: how much parental engagement has been done when you're talking about the department as a whole for this plan and also for any other kinds of changes that the department is going through? Thank you, Mr. Chairman. | ϤϹϷϟʹ;ΓϚ ϤΛʹͽϤՈͽϞʹͼϸϐʹϭϛͺͺϷϫͺϹΔͽϤϤ ϫϫͺϫ, μ |

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Chairman: Thank you, Ms. Angnakak. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. When it comes to parental engagement, if I understand your question correctly and I apologize if I don't, I don't believe that the department has an overall strategy developed at this point in time, although I think that some of the intent in creating the department was to try to find some alignment in terms of the re-emphasis of your entire social safety net suite of programs. I think that there's some opportunity for that work to be done.

I can tell you that parental engagement is a huge issue in other departments for sure and also, it's a big issue in some of the committees, those interdepartmental committees that I mentioned earlier, but to be perfectly honest, we're not linked into that at this point in time, which I think is a shame when you mention it in that light. Thank you.

Chairman: Thank you, Mr. MacDonald. I don't have any other names on my list. I just have one quick question. I'm going to go back to the question that I asked that was asked by your current Minister when she was a Member of this Committee where she talks about tracking and analyzing trends and specific health indicators.

You say that you don't have access to that information through your department, but through Statistics Nunavut as well as the Department of Health, some of that information is out there and where I'm linking this to the community engagement process is that there are certain demographics that could **Δ•/≪⊳ር∙**• (ጋኻኦ∩Jና): ናਰኦ≏፬广•, ୮ኁ ⊲∿፬ϧና•. ୮୯ር L৬Ċഛ.

L⁶C΄Δ^C (ϽϞϡΛͿϚ): ⁶dϞ⁶α, Δ⁶λ«ϷϹ⁶⁶. ⁶PϽ⁶⁶U⁻C⁶Δ₂ϷΛCϷσϤ⁶Π⁻ΔΓ^c, ϽΡλ^cΠϤϽ⁶d₂ αΛ⁶d¹C LΓϤ⁵>⁶U ϽΡλ^cΠϤ⁶⁶P⁻σP³d. ϽΡΔ4ΡΠσ^c L⁶α ΛC⁶b⁻α⁶Γ⁻C⁷U⁻, Ρλ⁴σ⁻ ⁵⁶P⁻C⁵C⁶² Δ₂σ⁻Λ⁵d⁻ ⁵⁶U⁻C⁶⁻S⁻⁶⁻C⁶⁻C⁶⁻ ⁵⁶U⁻C¹C bL⁶b⁻C⁶⁻C⁶⁻ CΔLΔ²C⁻α⁵²D⁻C⁶⁻

CLbdσ^ebujib dンΔ^eaib^{eb}P^eσfibbblac, Prdσ P^ecrdσd^bCdថ במש^e کיdσ Δ, C^bbថ^eン CLbda^bub^bC ントレンオウィ במכייש ΔcDNCDσ^{bb}トDσd^bN^eコC, rⁱ

| be identified for education, for | ∆⊂°σ⊲∿ጋ⊂Ⴂσ∿, ∆ሷ៸⊂Ⴂσ∿, ር∆⁵d⊲⊃ |
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| counselling, for approaching to even | ᠘᠆᠋᠋᠋᠘᠘᠋᠋ᠺ᠈ᡩᠣᢩᢨᠾ᠖ᠴᢑ᠖᠋᠘ᡔᡃᢣ᠒᠋ᡗ᠕᠈ᢣᠿ᠋ᡗᡝ᠋ᠴ᠋ᡗᡄ |
| establish some of the standards that you | |
| guys have had some challenges in setting. | |
| 8-) | |
| Again, it's not a question and I won't | |
| even ask you for a response, but I think | ᠘ᡄ᠋᠋᠌᠈᠊᠌ᢂ᠕᠋᠋᠖ᡃᡆᢕ᠌ᢩᢨᡳᡗᠺᡷ, ᡏᠡ᠋᠋᠋ᡐᡆ |
| it's something that's, again, going away | ᢀ᠕ᡅ᠈ᡃᡃᢆᢨᡳ᠋᠋᠋᠆ᢗᡄ᠋ᡱᢩ᠅ᡠ᠋᠂ᠺ᠋᠌᠉ᡩ᠖᠘ᢧ᠋᠉ᡩᡄ |
| from working in the silo atmosphere. | ᠙ᠡᢀᠣ᠘ᠮᡃᡆ᠋᠋ᠴᡆ᠋᠋ᠴᠥ᠕ᢂ᠋᠆᠋᠈ᠺᢑ᠅ᡣ᠘ᠺᢄ᠉ᢆᡠᡆ |
| There is information out there that can | ϽϞϷĽϞ;ϤͼͺϒϹͽϷϨϿϤͼΓͽϤͼ |
| assist you, in my opinion, for what it's | ᠕ᢗᡃ᠋ᡃ᠋ᡋᡃ᠆᠘᠆ᢣ᠘᠆᠕᠆ᠺᢘ᠉᠆᠕᠆ᠺ᠉᠆᠕᠆ᠺ |
| worth, that can assist you in your ongoing | ᡥᡄᢣᠣᢦ᠋᠋᠋᠉᠆ᡱ᠅ᡱ᠅ᠣ᠋᠄ |
| work to target certain demographics that | C℠ൎໟԺ℠Ხ⅃⅃ⅆ℆⅃Ը. |
| need your department's assistance. Thank | |
| you. | |
| <i>you.</i> | |
| With that in mind, we will take a 15- | |
| minute break and then we will come back | 15 |
| with the conclusion and closing | ᠴ᠋᠋᠔᠋ᡃᢆᡅ᠋᠆᠆᠆᠉᠂᠘᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| comments. Thank you, everyone. | |
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| >>Committee recessed at 14:42 and | ୬୬୪೧L୬ና⋵° ൧℠ℎ⅌Սℎ∆°௨℠℈℉ 14:42ℾ ⊲୳L೨ |
| resumed at 15:01 | ∧Ր⊲⁵Ե°ஏ∿⊃∩⁵ 15:01Г |
| | |
| Chairman: Welcome back everybody. | |
| I'd like to thank everyone for all their | |
| questions so far. We're into the last phase | |
| of the review. We are on paragraph 64 | |
| through 67. Conclusion. Any comments | ᲘᲘናჼਔሪLႫጐՐና 64-ℾ♭ 67-⅃ና ഛ°୰ൎበጐՐ≏ൎ൧ჼኦጋሆ. ▷ናᲮ▷ፖዞኣ∆ና ⊲ለჼ፥ዕብખኣ∆ና≟°ጵና? Γጎር ୮ዖ°୰I⊲ჼ፥. |
| or questions? Mr. Mikkungwak. | |
| - 1 | |
| Mr. Mikkungwak (interpretation): | ୮ቦᅆ᠈ᡃJ⊲ናၑ : L'௳՟౨⊲ል৽, ᠘ ^ᢑ ୵᠙⊳Ċ ^ւ ֎. Ċ ௳ |
| Thank you, Mr. Chairman. My first | ΗΔ Δ ΗΔ |
| question is to the Office of the Auditor | αΛ ⁶ ν ⁶ ⁻ ^{6⁻} ^{6⁻^{6⁻^{6⁻}^{6⁻}^{6⁻}^{6⁻}^{6⁻^{6⁻^{6⁻}^{6⁻}^{6⁻}^{6⁻}^{6⁻^{6⁻^{6⁻}^{6⁻}^{6⁻}^{6⁻^{6⁻^{6⁻^{6⁻}^{6⁻}^{6⁻^{6⁻^{6⁻^{6⁻}}}}}}}}}}}}} |
| General. During questions and responses | |
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| | ᡏ᠋ᠫᡄ᠋᠋ᡝᡆᢣ᠘ᢣ᠋ᢅᢞᡒᡄ᠂ ᢗᡃᢐᡆ᠊ᢂ᠋ᠫᡄ᠋ᡝᡆᢣᡰ᠘ᠴ |
| from the department, you made some | ᡏ᠋ᠫᡄ᠋᠋ᡝᡆᢣ᠘ᢣ᠋ᡝᢞᠣᡄ᠋ᡬᡃᢆᡆᡆ᠂ᡏᠫᡄᡝᡆᢣᡰ᠘ᠴ ᠅᠋᠘᠊᠋ᢞ᠋ᠬᡄ᠋ᠧᢤᠵᢕ᠋᠈ᡆᠴᡆ᠘ᢣ᠋᠋ᢛᡰ᠘᠘᠋ᠬ᠋᠄᠋ᡔᡥ, ᢗ᠘᠘ᠸ |
| from the department, you made some recommendations. The satisfactory | ᡏ᠋ᠴ᠆ᡁ᠆᠙ᡷᠵ᠘᠈ᡷᠴᠣᡓ᠊᠆ᡩᡎ᠋᠕᠋᠆ᡷ᠆ᡁ᠆ᡷ᠆ᡁ ᡩ᠋᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ |
| from the department, you made some recommendations. The satisfactory findings during that audit what actions | ᡏ᠋ᠫᡄ᠋᠋ᡝᡆᢣ᠘ᢣ᠋ᡝᢞᠣᡄ᠋ᡬᡃᢆᡆᡆ᠂ᡏᠫᡄᡝᡆᢣᡰ᠘ᠴ ᠅᠋᠘᠊᠋ᢞ᠋ᠬᡄ᠋ᠧᢤᠵᢕ᠋᠈ᡆᠴᡆ᠘ᢣ᠋᠋ᢛᡰ᠘᠘᠋ᠬ᠋᠄᠋ᡔᡥ, ᢗ᠘᠘ᠸ |
| from the department, you made some recommendations. The satisfactory findings during that audit what actions would you like to see or would you make | ⊲⊃౯ౕౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢౢ |
| from the department, you made some recommendations. The satisfactory findings during that audit what actions would you like to see or would you make recommendations so would you write a | ᡏ᠋ᠫᡄ᠋ᠮᡆᢣ᠘ᢣᡝᡘᡃᢛᠦ᠋᠄ ᡬᡃᡆᠯ᠋ᡏ᠋ᠯ᠘ᠴ ᡠᡃ᠘ᢨᠬᡄᡄ᠋᠋ᡅᡃᠧᡗᡰ᠈ᠴᠣ᠘ᢣ᠋᠋᠋᠉ᡰ᠘᠘ᡣ᠋᠄᠋ᡔᠬ, ᢗ᠘᠘ᠸ ᠋᠘ᢞᡆ᠋᠋ᠴ᠋᠋ᠺ᠋ᢪᠧ᠋᠋᠕ᡩᠧ᠋᠋ᡠ᠋᠋᠋᠘ᢞ᠋᠖᠕ᡩ ᢂᢁ᠅ᡩᡄᢂᡩ᠋ᠬᡱᠥᢗ᠘᠘ᢞᠴ᠋ᡗ |
| from the department, you made some recommendations. The satisfactory findings during that audit what actions would you like to see or would you make | </td |
| from the department, you made some recommendations. The satisfactory findings during that audit what actions would you like to see or would you make recommendations so would you write a letter to the department regarding your dissatisfaction with some of the | ⊲⊃⊂יd≻≀L≻′²°σ^c Ć^bd⊲ ⊲⊃⊂ʻd≻H∆ے ف^LL^a²²^c² ⊂ L^b₂ ⊂ ΔL^c^b L^a² ∩P⁵ ⊂ L^b² ⊂ L^b⁴ ∧ HΔ P⁸ ⊗³°σ^c P< CLΔ^aσ^c Δ²³°σ^c P CLΔ^aσ^c Δ³°σ^c P CLΔ^aσ^c CLΔ^aσ^c CLΔ^bσ^c CL^bσ^c CL^bσ^c |
| from the department, you made some recommendations. The satisfactory findings during that audit what actions would you like to see or would you make recommendations so would you write a letter to the department regarding your dissatisfaction with some of the recommendations being implemented, | ٩ጋ ٩ |
| from the department, you made some recommendations. The satisfactory findings during that audit what actions would you like to see or would you make recommendations so would you write a letter to the department regarding your dissatisfaction with some of the | ⊲⊃⊂۶۵۶۲೭۶۶۴۳۵ (۵۹ ⊲⊃⊂۶۵۶۲۵۵) ۵٤٤٤٩۴۲ ۵۰۰ ۵۰۰ ۵۰۰ ۵۰۰ ۵۰۰ ۵۰۰ ۵۰۰ ۵۰۰ ۵۰۰ ۵۰ |

| going to do to make sure that the recommendations that you made are being implanted by the department? Thank you, Mr. Chairman. | ϤͿϭ ΛϹႭϤϿϤϟ·ͺϫ·ϧͺϤͺϤΛϪϹ·ͽʹ>·Ⴑϲ ʹϧϿͽϹΔͰ ͽϷϟϥϟϲͽΛΗΔ ϧͰϹϟϷϾͼϲϤͱͺͽϳϹ ϹͰͽͿϤ ϤϽϲ·ϭͿϟΗΔ? ͺͺϫͺͺͺΔͼϟϾϷϹʹͽͺ |
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| Chairman : Thank you, Mr. Mikkungwak. Mr. Campbell. | ∆▶୵⋞⋗⊂∿ (ጋኣ̀ት∩Jና): ᠂d৮°൨广⋫, ୮୯୦ ୮₽°∿J⊲Ⴊ. ୮୯୦ ቬ⁻≻୦. |
| Mr. Campbell: Thank you, Mr. Chairman. Thank you for the question No, there won't be a letter from the Office of the Auditor General to the department. Mr. Chairman, we have de our job. We have brought this matter t your attention. We have tabled the audited report in the Legislative Assembly of Nunavut and your committee is dealing with it so the accountability responsibility is over to your committee. You have exercised th today with your questions. You've ask for information. You've pushed the department. | |
| What happens between now and whatever time frame the Auditor Gene does another audit is really your committee exercising accountability an holding the government to account. Where you're not satisfied with answe you'll ask more questions. When you'r not satisfied with information that is supplied by the department, you'll ask more information. I would encourage not to wait for another audit. I would encourage you to continue to exercise this role that your committee has and make sure that you hold the governme to account. Thank you, Mr. Chairman. | hd トニント いちゅう マ・ク・レート いっしょう いっ いう いっしょう いっ いう いっ い いっしょう いっ いう いっしょう いっ いう |
| Chairman : Much more eloquently put than I could have put it, Mr. Campbell Mr. Mikkungwak. | |
| Mr. Mikkungwak (interpretation): | ΓΡ°ንJ⊲∿ : L'௳ʿᠴϤልʰ. Ċ°௳ ₽▷᠈ᠯ∩ቦᡃᡝᠴ L'ᡈ ^Ĺ ĹᠬᡃᢑᡕJ. CΔLᠸ Ċᡃᢐᡆᡐᡃᡕ Ⴑ≪L▷ᡪᠴᡗ |

going to do to make sure that the

| Thank you and thank you for your response. I would then like to direct my question to the Government of Nunavut witnesses regarding the social workers in the communities, and their having to make monthly reports, it's indicated here. You indicated that some of them have timelines. As one of my colleagues indicated, some of them not been completed by the timeline. Some are still in the works, some have been reviewed, and some have been amended. | |
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| During our questioning, the recommendation made by the Auditor General's Office indicates that there should be timelines set on the completion of those. Thank you, Mr. Chairman. | Δౖৢ৸ঢ়৽৾৳ϷϟΗ⊴ౕͽͺͻΗΔϷ৽৾Ϥၬ⊥ Ϥʹͽ₽ՐϤʹͽͺͻϻ ₽Ηʹ₽ϤσͺϤΛʹͽϟʹͽϹʹͽϺʹͻϹͺϷϷϚϹʹͽϺʹͻΗΔ ϹLϷͿϤͺϤϽϲʹͽͿϟϷΗΔLϞͼͺʹϧϷϟΗϤʹͽϺϷϟϭϲ ϳϧϧϧϳͼϧͺϷϧϲͺϷϛͺͻϤϗϿϧϹͼϭϥͱϹͽϳϹͺϹϹͼϭ ΗϤͼϷϲϽϳͼͽϒΗΔϷͽ?ͺͺϹʹϭͺϪϧΗϪ≪ϷϹͼͽ |
| Chairman: Thank you. Mr. MacDonald. | Δ•/ペϷርና• (ጋኣኦ•dና): ናਰአቀዉ广•. ୮ [、] ር L•Ćዾና. |
| Mr. MacDonald : Thank you, Mr. Chairman. In terms of the Quality Protects Action Plan, itself, which addresses the six recommendations that the Office of the Auditor General made to the department, each one of those action plan responses has a timeframe to completion. All of those operate within a very short to medium timeframe from our perspective. | L⁶Ϲ໋ϼϚ (ϽϞʹϷϭϚ;; ϭϭϧϫͺϳϷ ΔͼϒϭϷϹ;ͼ. ϹΔͼϭϭ ϭϷϲʹ;ϒϪ·ϞͶͼ ϚͼϼϷͶͼϼͼ Λ;ϞͶϼͼϿϼͼ Ϲϭͼϭϭ ϹͼͳͼϧϒϹ;ͼϫϲ Ϙϫϲͼϲ ϭϫ ϲ ϲ ϲ ϲ ϲ ϲ ϲ |
| As I've said on a number of occasions, we intend to address each of our deficiencies between now and December of 2015, and many of them, earlier than that, such as finishing the development for the requirements for an IT system in the summer of 2015. Working with the Department of Finance to develop some enhanced processes to streamline the hiring of new social services workers in March of 2015. | Ϥၬͺͺͻ ϹΔϧϤϤ ϤͽϷϲͶϤͽϞΓͼϧϲͺϧϲͻͼ ϳͼϭϹ Ͷϒϧ 2015-ϧϿϭϧϾͽͼ ϤͼϷϧϒϹϗͼ Ϫϲͽϧϲ ʹϳͼͺϿͼϷϪ ͼϷϲϒϳϫϲϲϗϫϥϳͼ ϹϿͼϤϤ ͶϞϔͼϹϐϐϗϚϹϷͼϟϹͼϿϴ ΑϫϷϲϲϒͽϤͼ ϿͼϷϭϭϒͼϷͶϹϒϿͼ ϪϿϲϲϓϿͼ ϪͼϷϭϪϒͼͶϹͼϿͼϭ Γ;ϧ 2015-Ͻͼ ϤͼϷϧΫϹͼϿϭ. |
| So we think that the timeline is achievable, and we think that it's | ͶϷϷͶϞ ^ͺ ϣͺͼϲϲϢͼͺϫͺ;ͼϧϧϧϲϧϲ ͶϷϔͼϗͼϒʹϹϷϲʹϧϧϦϹͽϲ |

| attainable, which I think, is the more important piece. We're not shooting for timelines that will wait for the Auditor General to come back. I think for us, in understanding the urgency of this program area, we want to make sure that we have clear indicators, and we have a clear completion date that we can report back on. | ϷϹჼ⅌ϷϷႶϽΔჼႭჼჼ…ΔϲϷ, ϷdϿʹႱ ϹჼĽჼჄĽ┽ჼჄϷჼჼႶϿჼ ኣჼႼϹϷჼႦჼϭჼdႭႶჼ ႼႱϲϲϷჼჼϹϷϟĽናႶჃჼჂႫჼ Ϸペσ ለታሲჼჼႠჼልჼኣჼႶჼႫჼ ႭჂႭϪ;ϪϟϹናႶჃჇĽႵႮჼ. |
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| Furthermore, I think it's been made very clear, at least to me over the course of this hearing, particularly by the Chairman, that there is an expectation that unlike in the past, that we provide updates on our progress so that it's not as simple as waiting four years down the road to see how we may have done and what happened. We can commit to that. | ላዛሬጋ ឧጋឧዖ፟ኇናበላኈጋኈ ኦኆ፝፝ጏና ልካላዋኦርጐ ለጋፋጋሀ σሲኦኇቴናናር ኦጎጋ୮ ለኆናবσጵና ሬድጋቦ ኦጎጋΓ ቴካሷሮጐሁኒጐ፟ሁ ឧጋឧ᠘ኁፚቴናርጎጋር ላለኈዕበቦኑኦዾኦዮዮኇጐዮኇ. Ճናጎፖያያ ឧጋឧ᠘ኈ፞፞፞፞፞፞፞፞፞፞ጚጜጜ ርખኆኈႱ፞ሯና ለናኪኛልᢑንኈ ላኈሁጘኈቴኦበኈዮጏ. |
| I can assure you that our department's senior management team will have a debrief and we will be putting everyone to work on developing not only the resources that we need to supplement some of the questions that were asked over the course of the hearing, but to make sure that our action plan is on track, that we have people assigned to follow- up on those actions, and that we start moving. Then we can commit to working to make sure that those updates are provided to you on a regular basis. Thank you. | ኦσ•ኦኦኦናበ4°σ4ኈጋና ፋ፟፝፝፝፞፝ዾን በ፝፝፟፝ጏቦ፝ ፈ፞ኈ፝፞፝፝፝፝፝፝፝፝፝ኯ፟፝፝፝፝፝፝፝፝፝፝፝ ኦ፝፝፝ኇ ጋ፟፝፝፝፝፝፝፝፝፝፝፝፝፝፝፝፝ አ፝ኇ ጋ፟፝፝፝፝፝፝፝፝፝ ት ይ ይ ይ |
| Chairman : Thank you, Mr. MacDonald. Mr. Mikkungwak. | Δ•거≪ϷϹ· • (ጋኣ፞ኦ•dና): ·dᢣ៓៰Ϲϳ·. ΓʹϹ ΓΡͽ··ህϤ ^ͼ Ϸ. |
| Mr. Mikkungwak (interpretation): I thank you beforehand for your response and keeping us updated on the activities of your department. I would be very pleased if the staff were kept up-to-date on your activities. I would be even more pleased if you kept us updated by writing. Thank you, Mr. Chairman. | ୮၉°୬J<% : Ġ, CAL ጋዘላ [®] በናበペ ^c ーላσ [®] L'ቈ [®] ᢏJ ዖϷ ^{>} ⊀በቦ [‡] ቃፍ. CAĹ [®] ጋዘላ [®] በናበσላ°σና [®] ር ^L ር ርካሪላ ጋዘላዖበቦ ^c C°σላሁΔ ^c CLΔ°ቃቃር [®] ለ፫ኪኦ₽⊀ቃናርϷ [®] ዘላ [®] PCϷ ^c C°σላ°σ [®] <c ^{\$}ሪልላዉሪσ. ላ^L₂ ለ፫ኪላ[®]ህペ^cርላሩ ጋዘላ[®]በርϷ^cC°σላ°σ²^c በበ[®]bበJ^c ^{\$}ሪልላዉናኦ[®]ጋ[®]. L'ዉ^c ታላል[®] Δ^b/ペϷር[®].</c |

Chairman: Thank you, Mr. Mikkungwak. If I may add to that, when you meet with your senior management committee, I'm going to suggest that you take the original Action Plan that was tabled in 2011 and add those recommendations to your current action plan and like the Member said, share that information and the goals of those recommendations throughout the levels of your department. If you wanted to comment on Mr. Mikkungwak's comment, I didn't really hear a question out of it as well, but I think you deserve an opportunity to respond to it.

Mr. MacDonald: Thank you, Mr. Chairman. We can certainly commit to incorporating both the 2011 action plan into the 2014 and looking at it as a comprehensive body of work that needs to be addressed. I think that will save any confusion about where the breadth and the depth of the issues are and what needs to be done.

We will certainly have a huddle on our part about the way forward and we will keep staff informed at all levels through regular staff meetings and progress reports. I can certainly commit to ensuring that a letter goes out on progress. When our group talks, we will talk about realistic progress report update timelines that we can provide those updates to you. Thank you.

Chairman: Thank you, Mr. MacDonald. Maybe I'm jumping the gun here a little bit, but I think that one of the things that I would suggest to your senior management committee would at least be a minimum semi-annual update for probably at least a couple of years so that we can keep track of how your

| department is progressing with the action | ᡆ᠌ᢄ᠂ᡣᡑᠫᡗ᠋ᠬᡆ᠌ᢓ᠋᠋᠋ᢩᡆᠳᡆᡪᢈᢗ᠋᠋ᢠ᠋ᠴ᠋᠋᠋ᡃ |
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| plan. | \wedge \sim |
| Any other questions or comments on the conclusion? I have no more names. I would like to invite Mr. MacDonald for his closing comments. | ϤͰჼℙϖჼϷჼቴϷϟჼϞჼႦჼჼჂჼႦჼჼ< ϤΛჼჼႱႾႺჂჼႫႽ ΔႾႠႮႶჼႶჼႣ? ϤႶჼⅆႶჼႦჇჼႫናĹ. ჂჼჼႱႾჼႶႵႾ≪ና ΓነჂ ኣჼĊഛჼ ഛჼჼႱϷႵჇႶႠႣჼ. |
| Mr. MacDonald : Thank you, Mr. Chairman. Thank you to the staff from the Office of the Auditor General of Canada for their work to examine our programs and for the recommendations that they made. As we stated, we have agreed with every one of those recommendations and we appreciate the opportunity to have a neutral third party take a look and provide us with some experienced insight into not only our shortcomings but some of the things that we have made progress on. | L⁶Co⁶ (Ͻ ¹ , λημς): ¹ db ⁶ ac ¹ ⁶ Δ ⁶ /«ÞC ⁶ . 4 ¹ Lo ⁵ ¹ db ⁶ ac ¹ ⁶ ⁶ λςαδα ⁶ λςαδα ⁶ C ¹ L ¹⁶ ν ₂ C ⁴ ⁶ δ ⁶ λςαδ ⁶ λςαδ ⁶ Λςαδ ⁴ δ ¹ δ ⁶ δ ⁶ λα ⁶ δ |
| I would also like to thank the Members of the Committee for the questions. I can tell you, at least from my experience, that it certainly made me think and made me question some of what we do, which I think is your goal and I think you did it well. I just want everybody to know that we take this extremely seriously and that we're going to be moving forward on these items as we go forward as a new department. Thanks to everyone. | ⁵ d৮°ΔĊΡĹ ^L Γζ [*] U ^C CP [®] bΛL ^λ DΔ°Δ ⁵ σ [®] ΔΛ [®] dΛ ^P dΓΔ ^C . Ϸ ⁵ bϷΛζ ^e Δ [®] Cζ ² Δ ^L Γσ [®] Δ [®] γL ² ⁹ σ ^b ΔζL ^b b ^o σPΛΓ ^L L _C Δ ^P σ ^b ΔζL ^b b ^o σP ⁰ Δ ^C ¹⁰ σ ^b Δ [*] C [*] C ² |
| Chairman : Thank you, Mr. MacDonald. Mr. Campbell, would you like to provide some closing remarks? | Δ•/ペϷϹ· Ϸ(ϽϞϞႶͿና): ^ϛ d৮°ႭϮ ^ϧ Γ·Ͻ LϷĊ͵ϼϚ. Γ·Ͻ ϳϧ·Ͻ· ϿͼϷϷϒϽͶͼʹϼͼ ϭ·ϲʹϷͶͼϷϽͰϐϲ? |
| Mr. Campbell : Thank you, Mr. Chairman. With your indulgence and your permission, I would like to ask Madame Salvail to deliver closing remarks. Thank you. | LºĊ౨ (ϽϞϞႶͿና): ჼdᢣ°Ⴍ广ჼ ΔჼჄペϷርჼჼ. ჼb౨Δናኣჼቦჼdል ⊲ለሊላĽჂͿ ĽĊჼ ኣϷჼペΔ ౨ჼჼbϷჄჇႶႠჼ σ՟ႠჼdჂͿ. ჼdႸ°ႭႠჼ. |
| Chairman: Absolutely. Madame Salvail. | Δ▶/≪ϷϹ ናኈ (ጋኣ̀ት∩Jና): ⊲ьϞϲ, LĊၬ ኣ⊳·≪Δ. |

| Ms. Salvail: Thank you, Mr. Chairman. Well, first of all, I would like to thank the Committee for its interest in our work. We work hard as an audit team and it's always nice to see that we can come here and talk about our report a little more. I just want to say maybe just a couple of points. In our report, we have indicated that some progress was made, especially with respect to staffing and training, but those are ongoing challenges. I would like to point out that it's not because we rate the progress as satisfactory that the job is done. There is much more to be done in these two areas and I think that the Committee discussed those today. | \>`<\A (ϽϞληJና): ⁵d>° Δ⁵/2 ΦΡC⁵⁰. ^γ⁹⁵⁻C⁵⁰⁻C¹ ⁵d>° Δ¹² Δ¹² Δ¹² Δ² ^γ⁹⁵⁻C⁵⁰²⁵¹² ⁵ ⁵ ⁵ ⁵ ⁵ ⁵ ⁵ ⁵ ⁵ ⁵ |
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| The other point is with respect to the compliance with standards. Again, here we saw some improvement, but it's far from being perfect. I think that the point I would like to make is that behind these percentages are the children. From having seen these files myself, I can say that sometimes some bad things happen to the children and I think that we owe it to them to make their lives safer and help them to overcome what has happened to them. | Ϥ/Ϥ ϷʹͽϷϒϲͺϞͺͺϒͺͺ Δ/Ϥ ϷʹͽϷϒϲͺͺ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ |
| I think that in order to do that, the department has indicated that it will do some action related to that. I would say that we will need sustained and constant effort from their part in order to make it happen. Thank you. | CALA°তব?°C, েেে |
| Chairman : Thank you very much for those comments. With regards to my closing off to this hearing, I'd like to first thank the departmental staff, Mr. MacDonald, Mr. Arnold and Mr. Ojah on your frank answers. I believe it was educational for all us here as well as for the listening public to see some of the | Δ•/«ϷϹ· • (ϽϞϷႶͿ·): ·ϭͿϧͼϲϹͼϞϤͱϹͺϭͺͺͻϧ ϹϹϧϥϥͺͺϫͺϲϷͶϹϧϗͺϲͺͳͻ; ;ϤϧͼϲϹ϶ϹϐϧϥͺϷϥϥͺϷϤͼͺϫ ϲϫͼϲϫ ϲͺϫͺϫ ϲͺϫ ϲϫ ϲϫ ϲ; ϲ; ϷϧϧϥϿϧϤϷϫ;ϔϷϫ; ϲ ϲ |

| challenges that you guys face and to see some the progress that you have made in other areas. But, also to recognize where you haven't made progress and I think that is the biggest one. | ለলሊልነł ሏጋላσ ላዛሬጋ ለኆናርላፖሬት ልርጐቦና. የተላσናርኦኈ ኦነትሊተሬና ፈኦነሪና ለኦተኆናፖዮሏናሬካኒ |
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| I stated a couple of times during this hearing that we will be watching with interest and I can assure you looking around the table with my committee peers that we will be focusing, because of the importance of this file and the responsibility that we have to the youth in this territory, it is going to be important for us to continue keeping you accountable and keeping your department accountable and keeping your Minister accountable. | ዻር⊳ረዻჼዺኈሁ ⊳ჼႦჼႦናርჼነረዚላሪ ኦነትረናበላσላጐጋሪ ዺኦና∩ኈረჼσላኈጋሪ bበLኦናረና, ሷ, ኦነትረናበላσላኈጋና ፈኦናበረዀበላσላኈጋና ጋ ርኮዕላ ለኦነኣና በJΓላኈርረ ላነረላ ጋ፦ ለናተላኄዞLር Δጋዮ ጋና ለኦናበኈበኦና ጋረ ሪሏLልናጋ፟፟፟፟፟፟፝ነር ጋጭbኦበን፟ታጐቦርዎና Δናጎዮ ጋና ፟፟፟፝፞፞፞፞፞፞፝፞፞፞፞፝፞፝ጏ፝፞፞፝፝፝፝፝፝፝ አርኣኣኦርኦሁንረ |
| I'll admit I had some reservation when I saw the witness list. This is my first opportunity to see you guys in a hearing of this nature. I am very impressed with your frankness and with your candor and the honesty to your responding to the number of questions that were given by this committee and I see a number of heads nodding amongst my peers. So, I will take that and pass those thank-yous on as well. | ፚ፞, |
| Over to the Office of the Auditor General, we've been very lucky as a territory to have the personal interest of Members of the Audit Committee or the Audit Team from the Office of the Auditor General and numerous occasions the Auditor General of Canada appears here in person. Unfortunately Mr. Ferguson schedule didn't permit it at this time. In no way there is any type of blame. I think we are pretty lucky with the amount of attention that we do get from the Office of the Auditor General of Canada. I understand we will still be seeing Mr. Campbell at least once more. | ϹၬͺͼϧϒͺͺͺͺϗͼϒϷͼϦͺ;ͺϿϿϿͺϿϽ ϹͺͳͼϧϒͺͳϗϧϷͼ;Ϣ;ͺϿϿϿͺͽ ͳϷͺͼϒϲϫ ϹϷͺͼ ϒϧͺͼ ϒ; Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ Ϥ |

I would like to take this opportunity to thank Madame Salvail for all the hard work. I am actually envious of you. You've seen more of Nunavut than I have. You have traveled from what I understand, to approximately to a third of the communities in the territory. I am sure that you have many fond memories from the number of the people that you've met. For those that are not aware, Ms. Salvail will probably be her last appearance. She will be responsible for the audits for the Yukon Territorial Government with Health Canada and with the Public Health Agency.

Ms. Salvail. has been working as part of our audit team responsible for Nunavut for six years as a Audit Principal for Nunavut and has lead numerous reviews in front of this Committee and other committees within our territorial government regarding human resources, procurement, education, safety in daycares and schools which we participated in April as well as this one and the original one in 2011 and then this one here now. Hopefully if a further review was done hopefully the Auditor General Mr. Ferguson will have the will to maybe to bring you back to work on that audit with the experience and with the level of understanding that you've gained with some of the challenges of Nunavut. I would like to personally thank you for all your hard work and the time and with the understanding that you've taken to work for Nunavummiut. Thank you.

>>Applause

With that I'd like to close and just to remind Members that we will be meeting in the Tuktu room. We are scheduled for Cd^bbσ^{tb}DN^bd^c→, ^sdb^bα^cPLP^c→J^c→ LĊ^L \P^c^QΔ P^sdLΔ^cDσ^c Λσ^sP4^sbcP^sL^c 4^L→ D/t^b^b Δα^p^L^c P^{Q^b}σ Cdσ^{tb}\PbU Cdσ^{tb}\Pb&^c Δαc^c ά<⊃^cC→PLP5&P^c, CdbP^c bⁱb²t²→ CL^bd³Utⁱ\PcD⁵b². Γⁱ \P^c^QΔ, P^bU^cσ^{tb}<^{cb}C^kCΔσ^{tb}D^{tb} tb²C^bD^{cb} C^LL^{tb}rLt^{tb}rD^cD^cσ^dσ^cL^c bαCP^c b^QL^bd^bP^cσ Λσα^sδ⁴P^cσ^c.

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| 4 o'clock. I am going to recommend that we take a 10-minute break and go directly to that briefing. Meeting is adjourned. Thank you everyone. | ൧ ^ൟ ഻഻൭ഄഀ഻ഺഺ൭ൔ൳൧ഀഺഁൄൟ൮ ഀഀ൭൛൙ഁഀഀൟ഻ഀ൙൮ൟഁഀഺഀൟഀഀ൙൮ൟഀഀ൝ൟഀഀ൝൝൹൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝൝ |
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